

JULY 2008

Applause[®]

MK 30

MARY KAY
CANADA

Enriching Women's Lives
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brand new hues

TO HELP YOUR COLOUR SALES SOAR



MODELS OF
CUSTOMER CARE

pioneering pink in canada

ANNE NEWBURY



FREE
with a \$600
wholesale
Section 1
order!

June 2008 Ordering Bonus

mary kay[®] manicure set

- Set includes:
1. cuticle trimmer;
 2. cuticle pusher;
 3. nail file;
 4. tweezers;
 5. cuticle/nail scissors; and
 6. nail clippers.

Now that you're introducing the new Mary Kay[®] Compact to everyone you meet, you'll want to make sure your hands and nails are perfectly presented too!

And you can keep your fingertips in tip-top shape with this six-piece stainless steel manicure set. Each tool is engraved with the Mary Kay[®] logo and easily slips into its black, tri-fold faux leather case lined in pink faux suede.

*You can earn the Mary Kay[®] Manicure Set when you place a minimum \$600 wholesale Section 1 order (non-cumulative) during the month of June. The higher your order, the more bonuses you'll earn, to a maximum of four. Orders must be received between June 1st and 30th, 2008. Bonus will be applied to your first qualifying order in the month only and is available while supplies last. Props and product shown not included.



Pair this fantastic ordering bonus with the Satin Hands[®] Pampering Set (not included) to create an amazing at-home manicure!

MARY KAY [®] MANICURE SET		
Section 1 Suggested Retail	Beginning Section 1 Wholesale	Number of Bonuses
\$1,200	\$ 600	2
\$3,600	\$1,800	3
\$6,000	\$3,000	4



If you truly **learn to live the Golden Rule**,
your life will take on new meaning –
and so will the lives of those around you.

Mary Kay

dates to remember

JUNE

- 5: Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on June 1st.
- 9: **Preferred Customer Program** – Summer 2008 issue of *The Look* begins mailing to customers and independent sales force members.
- 16: *New Hues* Summer 2008 product promotion begins today! Check out www.marykay.ca to see what's new!
- 20: June Career Car qualifier paperwork due to Company.
- 30: Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Saving Time to count toward June production. Online and faxed orders must be received by midnight Eastern Daylight Saving Time to count toward June production.

Last day to register for *Celebrate The Dream!* Seminar 2008.

Last day to qualify for the *It's In The Bag!* promotion.

JULY

- 1: **Happy Birthday Canada!** Mississauga and Montréal offices closed.
- Happy New (Seminar) Year's Day!** Visit *Contests & Rewards* on the MKOC to help you plan and set your goals for the new Seminar year.
- 5: Received deadline for Independent Beauty Consultant Commitment Form to begin Independent Sales Director-in-Qualification on July 1st.
- Preferred Customer Program** – Online and mail-in enrolment for the Fall/Holiday 2008 Preferred Customer Program begins.
- 14: **Preferred Customer Program** – *Summer Sensations* optional mailer postcard begins mailing.
- 20: July Career Car qualifier paperwork due to Company.
- 27: *Celebrate The Dream!* Seminar 2008 begins.
- 30: *Celebrate The Dream!* Seminar 2008 ends.
- 31: Last day of the month. Mail-in and couriered orders must be received by 5 p.m. Eastern Daylight Saving Time to count toward July production. Online and faxed orders must be received by midnight Eastern Daylight Saving Time to count toward July production.

in this issue

All Set For Summer	8
Models Of Customer Care	10
March Recognition	18



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CANADIAN APPLAUSE® MAGAZINE TEAM

EDITOR
HEATHER WATTERWORTH

EXECUTIVE EDITOR
DEBRA JOSEPH

CONTRIBUTING WRITER
HEATHER WATTERWORTH

FRENCH VERSION
JENNIFER OCCIDANT
MARIE-CLAIRE PASCUTTINI

ART DIRECTION – ORDERING BONUS PHOTOGRAPHY
LORENA ARCILLA



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EYE-OPENING

With a total of 28 shades – including seven returning favourites* – in a new, mineral-rich formula, eyes have never looked so good!

perfect personality

They're vibrant, diverse and full of personality. From completely matte to shimmery, **Mary Kay® Mineral Eye Color** offers long-lasting, fade-resistant shades that look gorgeous on all skin tones. They'll give you intense, crease-resistant colour in a single swipe. And because they're easy-going, they blend well – and fit right in with the **Mary Kay® Compact**.

Customers can choose three smart shades that empower them professionally for the perfect day look. For evening, they can select a different trio of fun-loving, head-turning shades. And no matter which shades customers choose, all were created to make them look and feel like the brightest, most gorgeous girls in the room. Sounds like the perfect circle of friends!

\$7.50 each

eye-popping benefits

With these great benefits, eye colour is more beautiful than ever.

- Intense colour in one sweep.
- Fade-resistant.
- Crease-resistant.
- Provides long-lasting wear.
- Contains protective vitamins A, C and E.
- Lightweight texture.
- Applies smoothly and evenly.
- Clinically tested for skin irritancy and allergy.
- Suitable for sensitive eyes.
- Suitable for contact lens wearers.

↖ Intense, crease-resistant colour in a single swipe!

*Seven (7) returning favourites include Cinnabar, Crystalline, Espresso, Hazelnut, Moonstone, Spun Silk and Vintage Gold. Chocolate Kiss, Granite, Honey Spice, Navy Blue, Sienna and Sweet Cream pre-launched in March 2008.

colour!



{ demonstrate the difference }

Show and tell is the way to go! To visually illustrate the intense colour pay-off of the new mineral formulas, you could have your customers use a sponge-tip applicator and swipe the following shades beside the former MK Signature® formula.

- For matte shades, swipe the existing Double Espresso (dark) next to the new Espresso.
- For pearl shades, swipe the existing Moonstone or Crystalline next to the new Moonstone or new Crystalline.

tip!



eliminate the guesswork

Help your customers select a perfect new eye colour with this handy chart.

IF YOUR CUSTOMER LOVED... SHE MAY LIKE TO TRY...

Bamboo	Silky Caramel
Blue Moon	Blue Metal <i>or</i> Denim Frost
Copper Beach	Honey Spice
Cotton Candy	Precious Pink and Blue Metal
Cranberry Ice	Raisin
Currant Craze	Sweet Plum
Double Espresso	Espresso and Raisin
Fig	Dusty Lilac and Iris
Gold Leaf	Amber Blaze
Goldenrod	Amber Blaze
Java	Hazelnut and Granite
Jungle	Lemongrass and Golden Olive
Lagoon	Blue Metal and Navy Blue
Lucky Penny	Chocolate Kiss <i>or</i> Amber Blaze
Onyx	Steel and Coal
Periwinkle	Iris
Rainforest	Ivy Garden
Rose Mist	Precious Pink
Safari Sunset	Honey Spice and Amber Blaze
Sheer Pink	Sweet Pink
Storm	Coal
Sugarplum	Dusty Lilac
Tooti Fruiti	Precious Pink and Honey Spice
Tropical Sun	Silky Caramel
Virtual Violet	Sweet Plum
Whipped Cocoa	Hazelnut
White Sand	Sweet Cream
Woodland	Sienna

*Shade alternatives are suggestions only and may not be an exact shade match.
Please note MK Signature® Eye Colour in Jade has no direct replacement.*

Find a printable version of this chart on the MKOC!



DISCOVER radiant colour AT FIRST BLUSH

Give cheeks something to blush about with ten shades – including one returning favourite* – in a new, mineral-rich formula that's even better than ever!

be cheeky

Don't be shy about building relationships that last! **Mary Kay® Mineral Cheek Color** is so versatile that no matter what her skin tone, she can start with a natural glow and then build colour as she likes it.

From the lightest ivory to the deepest bronze skin tones, there's something for everyone. She can choose from a wide range of fade-resistant, true-colour shades that blend easily. From matte to pearl, these shades look radiant on everyone.

\$12 each

more benefits to share

Give your customers even more reasons to love cheek colour.

- Fade-resistant, long-lasting wear.
- Contains protective vitamins A, C and E.
- Will not settle into fine lines or wrinkles.
- Lightweight texture.
- Feels silky.
- Applies smoothly, easily and evenly.
- Suitable for sensitive skin.
- Clinically tested for skin irritancy and allergy.
- Non-comedogenic.



**Returning favourite shade is Sunny Spice. Golden Copper and Shy Blush pre-launched in March 2008.*

samplers are your selling friends!

New Mary Kay® Mineral Eye Color and Mineral Cheek Color Samplers in each shade are available in sheets of 18 for just \$2.00. Backed with adhesive, you can stick them on business cards, copies of *The Look*, thank you notes and more for quick and convenient sampling opportunities. Now that's making the best of a sticky situation!

find a new shade

Try this chart to help your customers select a perfect new cheek colour.

IF YOUR CUSTOMER LOVED... SHE MAY LIKE TO TRY...

Apricot Breeze	Shy Blush
Brick	Cinnamon Stick
Bronze Sands	Sparkling Cider <i>or</i> Sandstone Mineral Bronzing Powder
Desert Bloom	Cherry Blossom
Gold Canyon	Berry Brown and Golden Copper
Island Spice	Shy Blush
Mocha Blush	Cherry Blossom
Orchid	Strawberry Cream
Pink Flamingo	Pink Petals
Pink Meringue	Sunny Spice
Pink Sapphire	Strawberry Cream
Plum Dazzle	Bold Berry
Santa Fe Sun	Golden Copper and Sparkling Cider
Sunny Spice	Sunny Spice

Shade alternatives are suggestions only and may not be an exact shade match.

Find a printable
version of this chart
on the MKOC!





ALL SET FOR *Summer*

Every woman is sure to love gifts that make skin feel great and give her a glam look! And with these lovely summer sets, her skin will glow as warmly as the season itself.

sun essentials gift set

Your customers won't want to wait to strut their stuff at this summer's pool parties, backyard barbeques and warm evenings out!

The limited-edition **Sun Essentials Gift Set** has everything needed to create a perfectly sun-kissed summer look – from shimmery, no-fuss **Eyesicles® Eye Color** in Island Bronze to moisturizing **Mary Kay® NouriShine™ Lip Gloss** in Beach Bronze. And after they've safely soaked up the sun's rays, customers can chill out with ultralight **Mary Kay® After-Sun Replenishing Gel** to replenish vital moisture.

And since this summer's all about accessories, they can stash everything – including a stylish new pair of sunglasses – inside this beach- and city-friendly white canvas tote with chocolate brown accents.

\$56.00

Set includes products shown, sunglasses with case and tote bag. Limited-edition, while supplies last.

Canadian exclusive!

AVAILABLE
JUNE 1ST!



botanical gift sets

Your customers have waited all winter to shed those bulky winter layers. And you can help them reveal soft, smooth skin with these limited-edition **Botanical Gift Sets** in Lotus & Bamboo and Red Tea & Fig.

Complete with products that go beyond basic body care to cleanse and nourish skin, these limited-edition sets also include a body pouf. And each set is perfectly packaged in a coordinating pouch.

\$48.00

Sets include Mary Kay® Loofah Body Cleanser, Mary Kay® Nourishing Body Lotion, body pouf and coordinating pouch. Limited-edition, while supplies last.

AVAILABLE
JULY 1ST!



Canadian exclusive!



look what's new!

Thanks to its new editorial style, the Summer 2008 issue of *The Look* (\$7.00 – pack of 20) feels like reading pages right out of a beauty magazine. And what woman doesn't love to flip through a trendy magazine – especially one filled with beauty tips and products she'll love?

Your customers want to know it all – what's hot, what they need *and* how to get it from you. The newly redesigned version of *The Look* delivers all the right information in a sophisticated, yet simple, way!

Here are three things to “look” for:

In the back of each issue, a **brand-new, easy-to-use Shopping Guide** features the entire product line and positions you as your customers' beauty expert!

Featuring **exciting product stories, new graphics and up-to-date trend information and tips**, *The Look* now offers a compelling shopping experience that leads customers to take action.

This amazing issue of *The Look* also introduces customers to **Mary Kay's first-ever global campaign to change the lives of women and children around the world – Beauty That Counts™** – that you read about in the May/June issue of *Applause®* magazine.



See it for yourself! Check out *The Look's* new look - enclosed with this issue of *Applause®* magazine!



store jewelry in style

Hostesses will be delighted to store their “bling-bling” in the beautiful new hanging Jewelry Wardrobe Organizer hostess gift. This 31-1/2” x 18” black, quilted organizer features a total of 45 pockets – 21 on the front panel and 24 on the back panel – to hold every accessory imaginable!

And the assorted small, medium and large pockets fit everything from necklaces to brooches – with a specially-designed section that holds up to eight pairs of earrings. The organizer is perfect for in-home storage in a closet or on a hook. Simply fold the top flap over a sturdy clothes hanger (not included) for easy hanging. It's jewelry organization the Mary Kay way!

\$15 each

Limited-edition while supplies last. Offer expires September 15th, 2008. Limit of five (5) per independent sales force member, per order. Jewelry and accessories shown not included.

triple the choices

Since every girl loves a choice, you'll be excited to learn that the small, medium and large cosmetic bags previously offered as a set during the Spring 2008 product promotion are now available separately. And there's a size for all of your customers' beauty buys!

Large – \$9 (part #019261)

Medium – \$5 (part #019260)

Small – \$4 (part #019275)



models of customer care

We're proud to present the four Independent Beauty Consultants of the 2007 Model of BeautySM Search winners. Don't miss what they have to say about booking, selling and creating lasting relationships with "customers for life"!



Last year's Mary Kay[®] Model of BeautySM Search produced thousands of exceptional examples of inner and outer beauty. It truly was hard to choose! The judges' final decisions turned the spotlight on four grand-prize winners – including one from Canada – and 45 runners-up who were selected for being exemplary models of total-woman beauty. Grand-prize winners received a photo session and an opportunity to appear in *The Look*, plus a trip for two to New York City and a \$500 USD shopping spree.

Independent Beauty Consultants of each grand prize winner received a \$500 Visa[®] gift card to spend however their hearts desired, while runners-up received free product from the Mary Kay[®] Body Care Collection. For the Independent Beauty Consultants of the winning customers, the pride of knowing they were the catalyst for a chance-of-a-lifetime opportunity in the spotlight simply enhanced their customer relationships. And you won't be surprised to learn that these women provide the same golden rule service to *all* their customers. So, just how *do* they do it?



Nadine McMahon

Independent Beauty Consultant
St. Albert, AB

The Best Policy

"My motto is 'Always be honest with your customers.' If one colour doesn't complement them as well as another, tell them so, and they'll learn to trust you. Your honesty may be the very vehicle for them to try other colours they never thought to try before. Know all your products and the differences between them to ensure you're selling your customers what's right for them."

Selling With Skill

"Don't push a sale on a customer who's hesitating – instead, let her feel comfortable with her potential purchase by reminding her that she can always return what she doesn't love. Empower people to make decisions that are right for them. It's not about the sale or how much you make, it's about the people you meet along the way and how you can make a positive difference in their lives. A positive attitude is contagious, and sales will naturally come as a result!"

Home Is Where The Heart Is

"Try occasionally holding skin care classes at your own house if a hostess can't manage it at her home. With people's busy lives, they can feel more pampered getting out of their own house and not having to 'entertain'. If you don't fulfill your goal of selling as much as you first envisioned, as fast as you thought you would, remind yourself that the keys to maintaining your business are perseverance and determination."

Be Grateful For Growth

"Love what you do, love yourself for who you are and what you do each and every day. Be grateful for all your abilities and remember that each day is a gift. Don't give up. Consider your current life and schedule – and run your business the way it works best for you and your family. It's all up to you! And don't worry about making mistakes! All of us make them. The trick is to learn from them. Mistakes equal growth!"



Wendolyn Diggs

Independent Beauty
Consultant
Charlotte, NC

A Real Goal Getter

"I've enjoyed booking, selling and recruiting since I began my Mary Kay business in 2005. My daily goals revolve around '10-3-2-1': Obtain 10 business cards with full contact information; book three new appointments; conduct two team-building appointments; and realize \$100 in sales. I try to book customers on the spot, at the time I meet them. And I call all my contacts within 12 hours."

Colour Connection

"At individual appointments, I always show the complete Miracle Set and choose colours that will complement my customer. At a skin care class with five or more, I arrive early to do a full glamour look on my hostess, then tell all her guests, 'At the end of the party, I'll meet with you individually to set up a follow-up colour appointment to create your perfect look!' Then I add, 'You can invite your girlfriends on the same day, and they can enjoy the Mary Kay experience that you've had today.' Since some of my guests may already use the Ultimate Miracle Set, NouriShine® Lip Gloss, Ultimate Mascara® and Eyesicles® Eye Color, I always come prepared to do a complete colour makeover."

The Good Life

"Most importantly, when I'm sharing my Mary Kay 'lifestyle' with my customers, I make sure I come prepared with the Ultimate Miracle Set, additional skin care product, colour product and a team-building packet. I arrive on time, make sure my makeup is flawless, my look is fabulous and – most importantly – I've brought all the product my customer may want to purchase that day. I love my Mary Kay® business, and I make sure my customers know it. That's the best way I know to set an example for my future new team members!"



Anat Karakugli

Independent Beauty Consultant
Merced, CA

Turning Passion Into Profit

"I decided to start my Mary Kay® business because I had received so many compliments on the way I wore my makeup. I love to try different colours and application techniques – and friends were always asking me to show them how to apply their makeup. I just love makeup! When you really love what you do, it's very easy to do it – successfully."

Satisfaction ... Guaranteed!

"I let my customers know about new products and shades as soon as possible. I also send samples. Always make customers feel comfortable and good about themselves and never push the sale. I prefer for my customers to try the product before they buy it. Once they fall in love with it, they feel more secure about what they're paying for. I frequently remind my Mary Kay customers that their satisfaction is guaranteed."

Customer Care

When my customers are happy and excited after a makeover, when they tell me 'I love the way I look!', it makes me feel happy and fulfilled. Providing excellent customer service seems to always bring me new business, as my customers recommend more customers and even book parties! I've been inspired by the example of my adoptive Independent Sales Director, Josefina Arroyo. She's always giving me 'customer care' ideas and she organizes customer events that help us build relationships."



Tracey Williams

Independent Beauty Consultant
Byrdstown, TN

Get Personal

"I love to use the Preferred Customer Program as a booking tool for my customers to try new things!

After they receive an issue of *The Look* in the mail, I give them a call and tell them how excited I am about the new colours or skin care products that have recently launched. Then I try to personalize my conversation by telling them how I have fallen in love with the product or colour and why I think they will too."

Confidence Consultant

"When they set up a facial or skin care class with me, I like to take their looks beyond their everyday wear or comfort zone. When my customer is able to see just how great another colour or product works for her, her new view of herself gives her even more confidence – and more confidence in me as her Independent Beauty Consultant. Women are sometimes afraid to go with that bold or different colour they secretly would love to see on themselves. But when you can get them to try it, they usually love it!"

What A Difference A Year Makes

"It's only been one short year since an Independent Beauty Consultant friend of mine gave me a great look from Mary Kay – and I was sold! I started my own Mary Kay® business and discovered not only the greatest products – but the greatest of all opportunities to enrich my life. I can't help but share my enthusiasm for this fabulous opportunity!"

CHECK OUT THE SUMMER 2008 ISSUE OF *THE LOOK* – INCLUDED WITH THIS ISSUE OF *APPLAUSE*® MAGAZINE – TO GET THE BEHIND-THE-SCENES SCOOP ON THE MARY KAY® MODEL OF BEAUTYSM SEARCH PHOTO SHOOT!



experience speaks

A Mary Kay pioneer, superstar and role model talks about how applying the Golden Rule leads to a richer life.

Many of you know her name for her extraordinary achievements over nearly four decades. When she moved on to a new life in January 2007, Independent Elite Executive National Sales Director Emeritus Anne Newbury left behind proof of her steady performance. She was the first Independent National Sales Director to earn \$1 million in a year in Independent National Sales Director (N.S.D.) commissions. She debuted a record-setting 16 direct-line offspring Independent National Sales Directors, defining her as a leader producing leaders.

From 1969 until January 2007, she accrued earnings totaling more than \$11 million. She earned commissions from 12 countries. And because she grew up in the business, Anne witnessed the Company's unique go-give philosophy, the underpinning of all things Mary Kay, bloom from infancy through full flower. She saw Mary Kay Ash put others first time and again – and her observations laid the stepping stones for her own business path. Anne's recollections may open your eyes to new ways of thinking about enriching lives. Her perspectives provide a proven track to run on for all who care to take their business relationships to a new level.

Independent Elite Executive National Sales Director Emeritus Anne Newbury officially hung up her Independent Beauty Consultant shingle last year, but her illuminating example continues to light the way for thousands whose lives she touched. Still the quintessential impeccably-groomed woman, Anne remains an embodiment of the Mary Kay legacy, known for taking generations of women under her wing and coaching them to success. And despite her groundbreaking accomplishments over nearly 40 years, she's just as down to earth today as ever.

Anne's Mary Kay memory bank is so rich that when asked to reminisce about the marvel of the go-give lifestyle, she hardly knew where to begin.

"The 'Golden Rule Service mentality' was with me from the very start," she explains, on the afternoon U.S. editors from *Applause*® magazine caught up with her at her newly constructed U.S. west coast dream home. "At first I was the only Independent Beauty Consultant in Richmond, VA. After a few years, my family and I moved to Boston, and I was the only one there too." She pauses and breaks into her trademark smile.

"When you're presenting a product that no one has ever heard of, you quickly learn to treat every customer and hostess like they were pure gold, because they were. You become a specialist in doing all the things it takes to please the people who were buying or showing any interest at all, because you literally got only one chance to make the right impression – and it had to be perfect in every way."

A Generous Example Sets The Tone

When Anne, a 1974 monthly Go-Give® Award recipient, became an Independent Sales Director, she took her Golden Rule responsibility seriously and willingly took others under her wing. As one decade rolled into the next, an increasing number of women asked her to speak at their debuts – women who were not from her unit, or later, from her National Area, but who had gained personally from her adoptee mindset and implemented it in their own businesses. Anne's welcoming attitude was evident early on while she was building up the Boston area, where streams of adoptees flocked to her weekly success meetings.

"Ours were the only Mary Kay meetings in the vicinity," she explains. "I treated adoptees like members of my family – we called ourselves

'Pilgrims' back then – and they came to our meetings, socials, workshops, everything. We included the whole go-give philosophy in our New Independent Beauty Consultant class each week to set the mood right from the beginning, especially for any who might think they were there to make money without considering others. Teaching the principle went a long way toward the adoptee program's success. We taught it first, then exercised it in our daily lives."

Up until that time, Mary Kay hadn't talked much about what later would become known as the "go-give spirit," Anne recalls, but she was practicing

The secret to strengthening and maintaining any Mary Kay relationship is communication and the Golden Rule mentality should be the basis. **It worked 40 years ago, and it still works today!**

the principle throughout her business, and Anne modeled herself after her leader. "We knew we had to care for each Independent Beauty Consultant for the same reason we had to care for each customer," she says. "Our reputation literally depended on everyone being happy and successful. If there was one Independent Beauty Consultant who was disgruntled because of lack of care and education, the fallout would have affected the business of each of us in the surrounding area because there were so few of us."

Anne credits her upbringing for planting the seeds that made go-give easy for her. "It was natural for me to care about people since I grew up in a household where neighbourliness was an absolute. My mother was a wonderful example of putting others first, so Mary Kay's philosophy came as no surprise."

As the Company's influence spread from its roots in the American Southwest, Mary Kay Ash increasingly emphasized the Golden Rule, Anne says. "Once more people lived some distance from Dallas, she could see opportunities for unresolved rivalries. Mary Kay knew she had to jump in early on, so she asked Independent Sales Directors personally, 'You will teach others who live in your city, won't you? Because it will come back to you when you have Independent Beauty Consultants from your unit living in other states.' The adoptee program went smoothly for the most part. Later, a

few issues arose when someone was reluctant to take on others. But Mary Kay always helped them over that hurdle."

Communication Remains The Key

In time, Anne worked with Mary Kay to open the Canadian market. The pair were touring together when one day in Toronto, ON, they were met by a limousine, "thanks to the 'head office,'" laughs Anne. "I remember how impressed the limo driver was with Mary Kay's charm and how she took such a kind interest in him. In her legendary, motivational way, Mary Kay said, 'I'll bet when I come back here,

you'll own this limo company!' The driver smiled and blushed and said that, actually, that was his dream. A few years later we were in Toronto again, and that same gentleman picked us up. After a few kilometres, he said, 'You probably don't remember me, Mary Kay, but you had a huge influence on my life when I met you back in 1978. You predicted that one day I would own this limo company. Well, I'm happy to tell you, I do! Thank you for the vote of confidence you gave me!' Mary Kay could sense people's attributes across the room. I'll never forget her many examples of reaching out to help someone, such as the bright hotel housekeeper with whom she shared the opportunity."

Anne's life remained closely intertwined with her mentor's, and when Anne lost her mother, Mary Kay's tender compassion embraced Anne and her family. "My mother lived in Dallas, close to Mary Kay's home, and she had been hospitalized. She passed away in the early hours one morning and – in an almost miraculous way – Mary Kay showed up at our home shortly after. She was the first person to arrive and she brought a fully cooked, complete meal for eight people – at 8:30 in the morning! To this day, I have no idea how she knew, but she did and she acted. Mary Kay was always reaching out, and she made time to do the things her own mother probably taught her to do, both in the community and in their neighbourhood. The go-give spirit was part of who Mary Kay was."

As the independent sales force grew, the emphasis on living the go-give way never waned, although Anne acknowledges occasional lapses. "When I heard about a recruiting dispute or a dissatisfied customer, I immediately phoned and made personal visits – both to the one who was affected as well as to the one who initiated the dispute – to keep our reputation pristine and ensure that all could prosper, not just a few. Whether I felt like doing it or not wasn't the issue. If I hadn't taken action, the problem would have only grown worse. I had what I felt was a good relationship with everyone in the vicinity, and when I did have to call a few 'to table,' I spoke to them with what I hope was strength and compassion. They were made to feel like family."

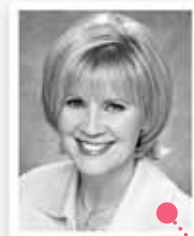
So how does this behind-the-scenes look into the early days of Independent Sales Directors and their units – the foundational roots of the business – affect a new Independent Beauty Consultant today?

"We went the extra mile back then to make sure no one could ever be hurt by someone's neglect – and that kind of attention applies to everyone," says Anne. "Caring for one another with a go-give spirit ensures better results in the long run. Success boils down to communication." She pauses and smiles, shaking her head as though the point can't be made too often. "You can mark it down. The secret to strengthening and maintaining any Mary Kay relationship is communication and the Golden Rule mentality should be the basis. It worked 40 years ago, and it still works today!"



JANICE CONNELL

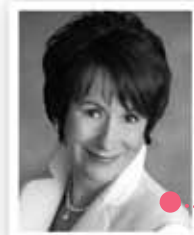
Independent National Sales Director
Waterdown, ON



"Anne Newbury blessed my life with many cherished gifts from her heart. Her belief in me and commitment to helping me create the life of my dreams is the inspiration for my success in Mary Kay. My National Area is built on the foundation of what Anne so generously shared with us: dream big, throw your heart over the fence, live your life based on Mary Kay's philosophy, work to help every woman create the life of her dreams and enjoy the journey."

DEBBIE MATTINSON

Independent National Sales Director
Sydney, NS



"Anne's guidance gave me the opportunity to become an Independent National Sales Director. She taught me to listen – *really* listen – and get closure on the job at hand. She taught me how to teach my National Area members and to stay very close to the core of the business [through classes]. Anne Newbury is Mary Kay Canada."

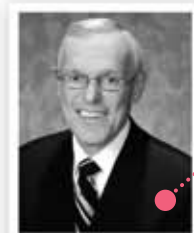
Anne's Canadian Connection

When we watch video footage or look through photos of our humble, Canadian beginnings, not only do we see Mary Kay Ash – we see another familiar face: Anne's. A true pioneer of Mary Kay Canada, we're proud to call Anne an "honourary Canadian".

Her ability to lead by example, embodiment of the go-give spirit and Golden Rule thinking have never wavered, influencing and inspiring countless independent sales force members along the way. In fact, many of our Canadian Independent National Sales Directors have risen to the top to achieve the life of their dreams – all under Anne's mentorship. And as we celebrate our 30th anniversary, it seems only fitting that we share just some of what Anne's guidance has meant to our growth.

RAY PATRICK

President
Mary Kay Cosmetics Ltd.



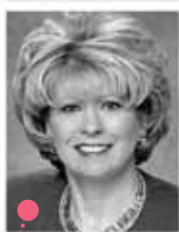
"Anne has truly been the epitome of a Mary Kay ambassador in all that she has done to enrich the lives of Canadian women. From the day our doors opened in Canada, Anne traveled the country from coast to coast sharing her belief and passion for the Mary Kay opportunity. Anne was instrumental in building the solid foundation that our Canadian organization has been built upon and will always be respected for her never ending commitment to perpetuate Mary Kay's legacy. Saying 'Thank You Anne' seems so insignificant compared to the monumental contribution she has made."

< Anne celebrates becoming an Independent Elite Executive National Sales Director Emeritus on stage at Canadian Seminar 2006.

**MARCIA GROBETY**

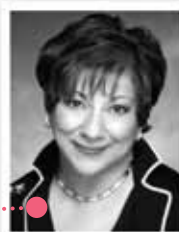
Independent National Sales Director
Winnipeg, MB

"As a mentor, Anne's greatest gift to me was that she is a living example of the success you can attain when you are committed to your purpose with joy, passion, a sense of responsibility and high expectations. She never just talks the talk – she always walks the walk. She inspired me to be greater than I ever thought possible and constantly kept that vision in front of me. I am an Independent National Sales Director today because of her patience, unconditional love and support."

**ANGIE STOKER**

Independent Senior National Sales Director
Orleans, ON

"Anne Newbury is a true Mary Kay ambassador. She embodies all of the best qualities of our beloved Mary Kay Ash. For those who were not fortunate enough to have spent time with Mary Kay, the very next best thing would have been spending time with Anne. At a time when many Independent National Sales Directors felt it was okay to settle back and collect commissions, Anne was out pioneering countries. It was never clear whether she would truly benefit from her efforts, but it never seemed to matter to Anne. She worked ceaselessly until she retired, lifting countless thousands of careers in so doing. She is truly a chip off Mary Kay Ash's block and an example of excellence for us all to emulate."

**SUSANNE FELKER**

Independent National Sales Director
Ilderton, ON

"Anne truly is one of the most caring, yet direct, coaches I've ever known. She can cut to the core of a problem with honesty, but leaves you feeling that you're safe with her direction and that she has your best interest at heart. She breathed belief in me – in her mind there was never a doubt that I would be an Independent National Sales Director. Like a guardian angel, she lit my way."

"Anne always did things the way Mary Kay Ash would have wanted them done. We were so fortunate to have her training and her willingness to travel and pioneer across Canada. She made it her mission to lead as many Independent National Sales Director offspring as she could in Canada before she retired. We are most grateful for that."

**OLIVE RATZLAFF**

Independent National Sales Director
Prince Albert, SK

"Anne Newbury always saw the big picture – the panoramic view of Mary Kay – and she masterfully painted Canadians into that picture. Anne's stellar leadership – a steel hand wearing silk gloves – has stretched us to grow to our full potential, so that we in turn can enrich women's lives. Her impact on Mary Kay Cosmetics Ltd. will be felt for generations to come as her legacy continues to burn brightly in Canada."

**DONNA WEIR**

Independent National Sales Director
Quispamsis, NB

"Anne Newbury has inspired me with her wisdom, guidance and encouragement right from the beginning of my career in 1980, when I attended a guest night in New Brunswick as a new Independent Beauty Consultant. She encouraged me to attend that very first Seminar in 1980, where my first

goals were set – and later realized. Anne's ability to understand situations and communicate her knowledge has played a major role in my journey to become an Independent National Sales Director. I will be forever grateful for the role she's played in showing us the 'Mary Kay Way' of doing business here in Canada. I'm proud to call her 'my mentor.'"

**DARLENE RYAN-RIEUX**

Independent National Sales Director
Vankleek Hill, ON

"Anne Newbury was – and still is – 'Mary Kay Ash' for me. She is everything I want to be 'when I grow up'. I know that as a new Independent Beauty Consultant in 1980, I was very blessed to have been personally mentored by Anne. She gave me the solid foundation I needed to launch a successful, long-term business, ultimately becoming an Independent National Sales Director in 2006. Anne's legacy in Canada – and around the world – will live on for generations to come. Thank you Anne!"



boost

YOUR BUSINESS WITH THE MARY KAY® FACIAL BOX!



Great news! The sleek and stylish Mary Kay® Facial Box is now available on Section 2 of the *Online Order Form*. The Mary Kay® Facial Box includes four double-sided product image cards to allow for instant makeovers of your display, two bilingual packs of customer information cards and instructions on how to maximize the presence of your display – for just \$7.

It's the perfect accessory to help you grow your customer base, as you continue to enrich women's lives. Order your Mary Kay® Facial Box from Section 2 of the *Online Order Form* (under *Business Building Tools*) or as a write-in item on the Spring 2008 Independent Beauty Consultant Order Form (part #188506).

And here's more great news!

If all you require are the bilingual customer information card refills, you'll also be able to purchase a pack of two for just \$1.50 (part #188406).

So get ready to take your business to new places with the Mary Kay® Facial Box – the professional way to promote your Mary Kay® business!

Mary Kay® Facial Box \$7

Customer Information Cards (Bilingual) \$1.50 (pack of two)

{ THEY'RE READY TO celebrate! }

We're gearing up for a very special Seminar – and we can't wait to celebrate our 30th anniversary with you! And for a small group of independent sales force members, the party will start early!

That's because the following Independent Sales Directors and their top Star Consultants are on their way to Sapphire Seminar in Dallas from July 23rd to 26th, 2008, to celebrate their success during the *Celebrate The Dream!* At Dallas Seminar promotion, which ran from January 1st to March 31st, 2008.

They'll also be accompanied by **Independent National Sales Director Elena Sarmago** and her top Star Consultant, **Independent Beauty Consultant Marjorie Hunt-Platt**. Get set to celebrate ladies!

UNIT SIZE CATEGORY

less than
30
unit members

TOP INDEPENDENT SALES DIRECTORS

Eve Raymond
Kristine Sivertson
Alexis Glabus

TOP STAR CONSULTANTS

Isabelle Lavigne
Ann Koski
Donna Spada

31 to
50
unit members

Ishali Mulchandani
Lucie Beauregard
*Joyce Harnett**

Sherry Dabydeen
Louise Fortin
Cindy Chambers

more than
51
unit members

*Harsimran Saini**
*Angela Hargreaves**
*Nathalie Delisle**

Anita Shinh
Lindsay Leanne Lewis
Martine Caerdinael

*Denotes Independent Senior Sales Director status and above. Career path status accurate at press time.



hot flash!

As the summer season heats up, you'll want to remember that Mary Kay product needs just as much shade as people.

Product such as cleansers, moisturizers, lotions, creams, lipsticks and fragrances are sensitive to high temperatures, so avoid storing Mary Kay® product in the trunk of your car – where temperatures can become extreme. Once product has been exposed to extreme heat for a prolonged period, product and package deterioration may occur.

To ensure that you preserve the high quality of your inventory and only deliver the finest-quality product to your customers, store your product only in optimum storage conditions. It's recommended to store product at a temperature between 15 and 30 degrees Celcius.

promote beauty that counts™ on your personal web site

We know you'll want to share our global Beauty That Counts™ campaign to help improve the lives of women and children worldwide wherever – and whenever – you can. And while you're talking up the beauty of Apple Berry lipstick with customers, you can let your Mary Kay® Personal Web Site make a statement of its own.

Just visit *Manage My Web Site*, under *My Personal Web Site*, on the MKOC, to instantly update your site with a special template option created to promote this campaign online. And remember to swap out your Personal Web Site template regularly to keep your online beauty boutique fresh for visiting customers.

And for complete details on the Beauty That Counts™ campaign, check out www.marykay.ca and the MKOC!



During our 30th anniversary year, we'll celebrate Mary Kay Ash's vision by bringing even greater focus to the positive values on which our Company was built and that fill the hearts of millions of Mary Kay independent sales force members around the world. Watch each issue of Applause® magazine in 2008 for a special feature highlighting the inspiring ways we enrich women's lives. You can embrace the legacy by living our core values in your business and in your life each and every day.

belief

In 1963, Mary Kay Ash believed in women. Against the advice of bankers, accountants and other business people, she believed that women would give her Company wings – and they did. In time, the Mary Kay opportunity flew to Australia, to Canada, and to countless other markets around the world. And now more than 1.7 million independent sales force members believe in – and are sharing Mary Kay's message of enriching women's lives.

Mary Kay had a way of making other people believe – and many independent sales force members speak of the way she “breathed belief” into them. She knew that belief was the essential ingredient in achieving success and one of her favourite phrases still resonates: “What ever the mind can conceive and believe, it can achieve!”.

“I sincerely believe that faith is an important part in anything we undertake,” Mary Kay said. “We can indeed do great things when we believe. Everyone has obstacles to overcome, but those with great faith can conquer whatever stands in the way.”



recognition/reconnaissance

Congratulations to all **March 2008** achievers. / Félicitations à toutes les championnes de **mars 2008**.

NSD Commissions/Commissions DNV

Listed below are Independent National Sales Director commissions earned in March by Independent National Sales Directors on monthly wholesale production on first-, second- and third-line offspring; Independent Senior National Sales Director commission; Independent National Sales Director commission on their personal units; 13% Independent Sales Director commission on their personal unit wholesale production; Independent National Sales Director Star Consultant bonus; plus Independent National Sales Director bonuses for first-line offspring from their personal unit and Independent National Sales Director offspring. Independent National Sales Director commissions are included for all foreign countries through February. / Commissions touchées en mars par les Directrices nationales des ventes indépendantes sur la production mensuelle en gros de leurs groupes de 1^{re}, 2^e et 3^e lignées; commissions touchées par les Directrices nationales des ventes senior indépendantes sur les groupes personnels de leurs Directrices nationales des ventes de 1^{re} lignée; commissions touchées par les Directrices nationales des ventes indépendantes sur leur groupe personnel; commissions de 13 % touchées par les Directrices des ventes indépendantes sur la production en gros de leur groupe personnel; plus toutes les récompenses de concours et primes issues des groupes personnels et des Directrices des ventes indépendantes de 1^{re} lignée. Ces commissions des Directrices nationales des ventes indépendantes englobent toutes les commissions issues de l'étranger en février.

Angie Stoker



\$22,232.00

Renée Daras



\$21,418.00

Dalene Allen



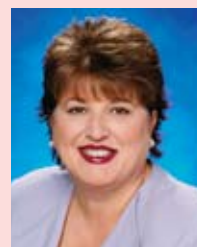
\$20,996.00

Brenda Summach



\$18,493.00

Heather Armstrong



\$18,189.00

Doreen Burggraf
Donna Lowry
Bernice Boe-Malin
Marcia Grobety

\$13,440.00
13,427.00
13,253.00
12,877.00

Anne Austin
Gloria Boyne
Elena Sarmago
Darlene Ryan-Rieux

\$12,421.00
12,296.00
11,653.00
11,533.00

Betty Elliott-Kichler
Sandy Campbell
Philomena Warren
Linda MacDonald

\$10,991.00
10,538.00
10,357.00
10,296.00

Gail Adamson
Olive Ratzlaff
Susanne Felker
Debbie Mattinson

\$10,235.00
9,008.00
7,356.00
5,929.00

Janice Connell
Jane Kosti
Donna Weir

\$5,872.00
4,905.00
4,860.00

Diamond Circle/Cercle diamant

Independent National Sales Directors become members of the prestigious Diamond Circle when they motivate their unaffiliated area to increase retail sales by 5 percent (Level 1) or 10 percent (Level 2) over the previous Seminar year. Congratulations to the following Independent National Sales Directors who have achieved the Diamond Circle during the month of March. / Les Directrices nationales des ventes indépendantes accèdent au prestigieux Cercle Diamant en enregistrant dans leur famille non affiliée une hausse des ventes au détail de 5 % (niveau 1) ou 10 % (niveau 2) par rapport à la précédente année Séminaire. Félicitations aux Directrices nationales des ventes indépendantes suivantes qui ont accédé au Cercle Diamant en mars.

Betty Elliott-Kichler



Level 1/Niveau 1

Brenda Summach



Level 1/Niveau 1

Stars on the Ladder of Success/Étoiles sur l'échelle du succès

Congratulations to the following outstanding achievers for earning their Pearl (\$4,800) and Emerald (\$3,600) Stars in just one month! / Félicitations à ces championnes qui ont obtenu leur Étoile Perle (4 800 \$) et Émeraude (3 600 \$) en UN mois!

Deanna Blue
Viviane Roque
Melissa Champagne
Julie Boulay

\$6,448.50
4,801.50
4,800.25
4,506.50

Marie Eve Berger
Anna Ruscitti
Marilyn Bodie
Nancy Winters

\$4,500.00
4,471.75
4,377.75
4,238.25

Cassandra Lay
Huguette Binette
Louise Ann Brunet
Danielle Bourgault

\$4,226.25
3,838.25
3,750.00
3,740.00

Nora Davis
T. Muchiekwanape
Dana Parslow
Cathy Lamoureux

\$3,737.50
3,721.00
3,672.50
3,618.50

Melissa Sawatzky
Carrie Holland
Linda Anderson
Stephanie Fortier

\$3,614.25
3,613.00
3,609.25
3,605.75

Sandi Giesler
Christin Lemoine

\$3,605.25
3,600.25

These stars qualified for the Ladder of Success in just one month! / Ces étoiles se sont qualifiées sur l'Échelle du succès en un mois seulement!

Vonita Glenney
Bill Wells
Liz Tufford
Janine Brisebois
Frankie Hammond
Monica Noel
Carol Krushnisky
Colleen Monias

\$3,576.00
3,445.25
3,422.75
3,400.75
3,400.00
3,396.50
3,396.50
3,355.75

Lorna Hosker
Kathy Quilty
M. Dos Anjos Pragana
Julie Lee
Laureen Shufliita
Karen Omit
Edith Charbonneau
Geraldine Lanoue

\$3,276.50
3,231.00
3,223.00
3,204.00
3,200.00
3,172.50
3,152.25
3,116.50

Sharon Chan
Michele Mierzwa
Erin Fox
Chantal Harris
Genevieve Sanders
Nadine Dube
Christiane Dutrisac
Cara Wells

\$3,060.00
3,051.25
3,051.00
3,042.00
3,040.25
3,023.00
3,013.50
3,012.75

Gina Hormann
Helene Ndabo
Sarah Laberge
Paula Skinner
Wendy Petch
Paula Chisholm
Sally Michaud
Cynthia Harris

\$3,011.50
3,010.00
3,008.00
3,007.75
3,007.25
3,006.25
3,005.50
3,005.00

Valerie Jalbert
Hannah Kielly
Marie-Josée Grenier
Melissa Badcock
Candice Palmer
Michelle Yakimovitch
Amandeep Mann
Connie Jordan

\$3,005.00
3,004.25
3,002.50
3,001.50
3,001.00
3,001.00
3,000.75
3,000.50

Amie Law
Ariane Orozco
Tammy Semenok
Shawna Mallette
Claudia Durand
Melanie Wiens
Amy Lenser-Twolan
Beverly King

\$3,000.50
3,000.50
3,000.00
2,993.00
2,971.50
2,927.50
2,899.25
2,859.50

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Stars on the Ladder of Success (continued)/Étoiles sur l'échelle du succès (suite)

Lindsey Godziuk	\$2,850.00	Sharon Letourneau	\$2,166.50	Carol Hinch Croteau	\$1,925.25	Darla Gagyi	\$1,824.25	Candace Weyers	\$1,804.25	Sugeys Bermudez	\$1,800.75
Paulette Fleming	2,749.25	Sheila Lefebvre	2,166.25	Jeanne Montague	1,925.00	Jasbir Deol	1,823.50	P. Belcastro-Garofalo	1,804.00	Jess Boersma	1,800.75
Mirlene Seide	2,716.25	Stephanie Schauer	2,163.00	Stephanie Grant	1,924.50	Dominique Lefebvre	1,822.50	Isabelle Dube	1,804.00	Mary Collings	1,800.75
Cindy Levesque	2,666.00	Jamie Mason	2,155.75	Ginger Ryland	1,922.00	Isabel Wildfong-Martin	1,821.50	Larissa Kostevskii	1,804.00	Lorraine Clegg	1,800.75
Darlene Olsen	2,655.75	Dorothy Osadczuk	2,151.25	Lorna Randall	1,917.50	Julia Hernandez	1,820.75	Rema MacLean	1,804.00	Diane Jones	1,800.75
Christine Ransom	2,642.50	Tina Kapel	2,150.00	Sarmite Surgeoner	1,916.25	Fallon Moreland	1,820.25	Helena Bourgeois	1,803.75	Verna Lozano	1,800.75
Janice Higa	2,635.25	Zaineb Abdulkarim	2,142.50	Sharmila Peterson	1,912.25	Tannas Ross	1,820.00	Carolyn Coffin	1,803.75	Gayle Meyer	1,800.75
Sherryll Gilbert	2,624.75	Donelda Hunter	2,113.00	Shelby Mosses	1,910.25	Linda Peers	1,819.50	Cathy Quellet	1,803.75	Elizabeth Naeth	1,800.75
Ellen Whiting	2,601.00	Michelle Currie	2,111.75	Kelly Ferguson	1,907.75	Vicki Mona Pederson	1,819.00	Leah Salmon	1,803.75	Chantal Panneton	1,800.75
Mary Anne Whitford	2,586.75	Leslie Deschutter	2,111.00	Johanna Tobin	1,906.75	Alishia Froese	1,818.75	Helene Bugeaud	1,803.50	Agnes Torre	1,800.75
Rita White	2,536.00	Bethany Ha	2,108.50	Claire Kennedy	1,906.50	Anjana Sekhon	1,818.75	Kathryn Milner	1,803.50	Nicole Therrien	1,800.75
A-M Moudouthe	2,535.50	Michelle Gustafson	2,107.75	Elizabeth Biglands	1,905.25	Sarah Merchant	1,818.50	Namfa Pascual	1,803.50	Anna Alonzi	1,800.50
Edete Morton	2,518.50	Debra Lindskoog	2,103.25	Cladia Mahdiuk	1,903.25	Wanda Dillon	1,817.00	Dileeni Weerasinghe	1,803.50	My Cialafoni	1,800.50
Christina Lovisa	2,508.25	Marcia Amor	2,101.50	Amelia Scozzari	1,898.25	Rhonda Ursulak	1,817.00	Leeza Mirzazada	1,803.25	Natalie Chamberland	1,800.50
Sylvie Rieux	2,506.25	Aline Carrieres	2,093.25	Carole Blackburn	1,896.75	Maureen Adamkewicz	1,816.25	Christelle Allieux	1,803.00	Margaret Ducharme	1,800.50
Janice Ropp	2,501.50	Marlene Bridgman	2,086.50	Agnes Born	1,896.50	Sakouna Merker	1,816.25	Jasmine Cohen	1,803.00	Gloria De Chicas	1,800.50
Phyllis Ticco	2,477.50	Carol Dutchik	2,081.00	Sherry Bruggink	1,895.75	Sundarie Bhimlal	1,815.50	L. Marlborough-Goodwin	1,803.00	Twila Young	1,800.50
Samantha Randall	2,477.50	Marie MacKnight	2,080.25	Angela Maerz	1,895.00	Lisa Wong	1,814.25	Debra Ballard	1,802.75	Mirela Cristea	1,800.25
Gloria Rousseau	2,466.25	Hillie Feitsma	2,077.00	Karen Parker-Neville	1,891.25	Darlene Basky	1,813.50	Shelly-Ann Facey	1,802.75	Laurel Dolman	1,800.25
Audrey Watson	2,452.25	Diane Shannon	2,072.50	Kristy Bugo	1,882.25	Teresa Butler	1,813.50	April Williams	1,802.75	Lisa Gibson	1,800.25
Viv Bonin	2,450.50	Vivian Wong	2,071.75	Carole Duguay	1,881.50	Elena Harmon	1,813.50	Diane Burness	1,802.50	Cynthia Hauck	1,800.25
Michele Thomson	2,450.00	T. MacFarlane-Kelly	2,067.75	Ingrid Roehm	1,881.50	Sandra Cross	1,813.25	Shara Hunter	1,802.50	Danielle Hugh	1,800.25
Marly Zell	2,426.75	Yvette Kohut	2,059.50	Holly Martin	1,878.00	Jennifer Higuchi	1,813.00	Manon Boisvert	1,802.25	Lyne Joncas	1,800.25
Janet Reid	2,425.75	G. Brinston-Kurschat	2,052.75	Kim Walk	1,876.50	Karamjit Sekhon	1,812.75	Nicki Davis	1,802.25	Heather McLean	1,800.25
Francoise Chartrand	2,423.00	Debby Goldrick	2,050.00	Jody Zehr	1,876.25	Julie Endjo	1,811.75	Karen Verlaan	1,802.25	Ina Nickel	1,800.25
Debbie Parsons	2,416.00	Betty Lister	2,039.00	Annick Charron	1,872.50	Tina Jones	1,811.25	Judy Bycock	1,802.25	Oksana Nikulchuk	1,800.25
Amy Pacheco	2,409.25	Terina Stenger	2,017.50	Bonnie Eidse	1,872.00	Amy Teng	1,810.75	Betty McCullough	1,802.00	Satnam Parhar	1,800.25
Deborah Canevaro	2,406.25	Katie Pokrant	2,007.75	Mara Jovanovic	1,871.75	Cathy Smockum	1,808.75	Gabrielle Pesant	1,802.00	Rachel Perry	1,800.25
Connie Charles	2,405.75	Cicily Brewer	2,007.25	Karen Handy	1,860.75	Lisa-Mae Wilson	1,808.75	Armaghan Bamoniri	1,801.75	Andrea Sprowl	1,800.25
Twilla McCwaters	2,405.25	Sherry Ogasawara	2,001.50	Sara Lawson	1,857.50	Keara McMurray	1,808.25	Vicki Nikeli	1,801.75	Diane Soppit	1,800.25
Chantelle Leblanc	2,405.00	Maria Bermudes	2,000.50	Ronald Foster	1,855.75	Nina Verigin	1,808.25	Christine Neufeld	1,801.75	Tara Tarzwell	1,800.25
Kulwinder Parmar	2,404.00	Monica Hunt	2,000.50	Shelley Messier	1,854.50	Brenda Betz	1,808.00	Renee Harrison	1,801.50	Laura Walters	1,800.25
Mary Cameron	2,403.50	Monique Gagnon	2,000.25	Marie-Claire Guay	1,851.00	Karamjit Dhaliwal	1,808.00	Erica Joore-Brooks	1,801.50	Vickie Althot	1,800.00
Carolyn McEwen	2,403.25	Judith Mullin	1,998.25	Betty Burke	1,848.25	Ruth Juryn	1,808.00	Yvonne Lau	1,801.50	Carolynne Boyer	1,800.00
Brigitte Boucher	2,402.50	Mylene Kilgour	1,991.50	Randie Quick	1,846.25	Terris Prinz	1,808.00	Reena Bhuchar	1,801.25	Nathalie Brabant	1,800.00
Davinder Grewal	2,402.50	Shirley Fequet	1,983.25	Cheryl Anderson	1,846.00	Jesse Duong	1,807.75	Melissa Byron	1,801.25	Amanda Chartrand	1,800.00
Nubia Aguilar	2,402.25	Shelley-Ann Lostritto	1,975.50	Roma McKonnen	1,845.00	Shirley Quirk	1,807.25	Sheila Davy	1,801.25	Kathleen Cottoy	1,800.00
Ribka Haile	2,402.00	Oana Craciun	1,959.50	Leila Holzworth	1,844.75	Jacqueline Todd	1,807.25	Rosa Escobar	1,801.25	Chantal Cleroux	1,800.00
Erin Bauldic	2,401.50	Mildred Hiebert	1,956.25	Maria Barclay	1,841.75	Cheryl Gara	1,807.00	Cheryl Hultcroft	1,801.25	Sara Dumas	1,800.00
Bonita Cheddie	2,401.00	Melanie Salvail	1,954.75	Jaime Swayze	1,841.75	Mary Jonasson	1,807.00	Iqbal Kaler	1,801.25	Lonnie Dowdell	1,800.00
Sue Ann Francis	2,400.50	Gladys Torres	1,951.25	Edie Poole	1,841.25	Christine Martin	1,807.00	Chantal Laurendeau	1,801.25	Valerie Earle	1,800.00
Brenda Wray	2,400.50	Monique Lozeron	1,946.50	M. Elizabeth Omigie	1,832.75	Audrey Chaperon	1,806.75	Trina Nelson	1,801.25	Deborah Greidanus	1,800.00
Franca Carapellucci	2,369.75	Renee Melton	1,945.00	Lorena Siemens	1,832.75	Loreen Gummesson	1,806.75	Tracy Lynn Reimer	1,801.25	Melissa Huston	1,800.00
Shannon Ottley	2,316.50	Kim Conaghan	1,941.50	Jessica Latreure	1,832.50	Gloria Fitt	1,806.50	Deanne Bonilla	1,801.00	V. Holopainen-Kioki	1,800.00
Hilda Hiscock	2,255.25	Mireille Groulx	1,941.00	Jessica Latreure	1,832.50	Jamie Kunkel	1,806.50	Josee Belanger	1,801.00	Julia Lavreault	1,800.00
Tana Letkeman	2,254.25	Holly Schnell	1,938.75	Yiwen Tang	1,832.00	Jennifer Keddy	1,806.00	Diane Cloutier	1,801.00	Debra Mastromattei	1,800.00
W. Groenewegen	2,242.25	Laverne Guild	1,938.25	Hadeel Al-Damiri	1,831.50	Carol Heath	1,805.75	Maria Ferreira	1,801.00	Manpreet Sandhu	1,800.00
Ellen Hatlevik	2,236.75	April March	1,934.75	Alberta Fortier	1,830.75	Kirsten Hofer	1,805.75	Kara Holland	1,801.00	Jeanne Vidar	1,800.00
Nancy McEwen	2,210.75	Esther Gallop	1,934.00	Julie Martin	1,830.00	Clariss Manglicmot	1,805.75	Rebecca Irving	1,801.00	Lorna Wilson	1,800.00
Louise Fortin	2,202.75	Bobbi Van Huisstede	1,933.50	Linda Chivers	1,829.25	Elisa Krummen	1,805.25	Sharon McDonnell	1,801.00	Rosemary Wood	1,800.00
Susan Henderson	2,202.00	Sylvie Arsenault	1,933.25	Marie-Eve Lamontagne	1,828.50	Phyllis Scott	1,804.75	Blair Nicholls	1,801.00	Shirley Yung	1,800.00
Ashley Devers	2,189.00	Deanna Penney	1,931.50	Andrea Orban	1,827.50	Melanie Viens	1,804.75	Katherine Ross	1,801.00		
Nicole Bellemare	2,184.25	Brittany Huber	1,930.00	Jeannette Hawton	1,825.75	Catalina Albay	1,804.50	B. Acheampong	1,800.75		
Janice Joyner	2,174.00	Kyla Buhler	1,929.50	Shirley McGee	1,825.00	Celina Quock	1,804.50	M. Boudreau-Babineau	1,800.75		

Independent Sales Directors in the Limelight/Directrices des ventes indépendantes sous les projecteurs

Listed below are the Independent Sales Directors whose commission exceeded \$2,000 in March. Does not include Team Leader and VIP commissions. / Directrices des ventes indépendantes dont les commissions ont dépassé 2 000 \$ en mars, exception faite des commissions des Chefs d'équipe et des VIP.

Josée D'Anjou	\$12,767.21	Jacqueline Cullen	\$5,457.05	Liz Wodham	\$4,207.26	Rebecca Irving	\$3,528.20	Susan Richardson	\$3,138.36	Bev Strebchuk	\$2,792.73
Shannon Shaffer	9,560.67	Louise Boulanger	5,412.82	France Legare	4,180.46	Paulette Nimco	3,512.49	Patricia Monforton	3,120.68	Pam Hill	2,779.50
Marilyn Bodie	8,775.19	Donna Melnychyn	5,377.60	Yasmin Manamperi	4,170.06	Susie Leavold	3,482.59	Monica Noel	3,110.32	Carol Hoyland	2,774.39
Nathalie Delisle	8,299.53	Donna Izen	5,370.56	Lois Sutherland	4,167.19	Beverley Dix	3,451.37	Ming Tsang	3,089.58	Donna Witt	2,772.69
Sharon Coburn	8,251.03	Elaine Fry	5,265.58	Claribel Avery	4,151.33	Debbie Ryan King	3,400.25	Alex Quinn	3,054.77	Linda Feldman	2,760.55
Angela Hargreaves	8,151.72	Harsimran Saini	5,131.99	Lynn Brady	4,068.67	Barb McKellar	3,387.10	Anna Leblanc	3,034.01	Joanne Ward	2,748.59
Rita Samms	7,376.25	Gaylene Gillander	4,972.53	Cheryl Page	4,038.98	Teresa Alomar-Story	3,362.87	Wilma Golt	3,010.57	Pamela Dankerka	2,746.57
E. Ramanauskas	7,082.36	R. Courneya-Roblin	4,955.73	Shelley Haslett	4,031.26	Ishali Mulchandani	3,319.90	Kimberley Shankel	3,008.48	Barbara Bond	2,698.57
Eve Raymond	6,833.60	W. Groenewegen	4,917.69	Jennifer Levers	3,987.07	Janine Brisebois	3,317.94	M-J Bourdages	3,003.25	Lorraine McCabe	2,682.99
Harpreet Dhaliwal	6,655.84	Kyla Buhler	4,835.61	Beryl Apfelbaum	3,956.53	Kathy Whitley	3,317.40	Karen Simpson	2,940.79	Louisa Hoddinott	2,675.13
Guylaine Comeau	6,574.03	Isabelle Meunier	4,806.89	Vaun Gramatovich	3,899.46	Jody Zehr	3,260.23	Kathy Handzuik	2,939.87	Sharlene Bukurak	2,653.98
Donna Matthews	6,522.37	Heidi McGuigan	4,787.94	Darcey Smith-Heath	3,863.99	Johanna Tobin	3,257.69	Jill Ashmore	2,928.77	Christine Ransom	2,647.79
Susan Brady	5,805.63	Fran Sorobey	4,703.52	Alexis Glab	3,807.56	Shirley Austin	3,247.89	Randhir Singh	2,892.04	Joanne Manol	2,632.74
Mireille Morin	5,749.30	Shirley Peterson	4,497.67	Gwen Groves	3,801.78	Darlene Olsen	3,241.83	Sara Roberts	2,881.30	Arleen Fritz	2,631.00
Tamara Swatske	5,734.84	Joyce Goff	4,464.12	Elaine Sciotte	3,761.82	Elizabeth Farris	3,209.04	Linda Gingrich	2,866.67	Victoria Wakulchuk	2,628.75
Jasbir Sandhu	5,723.65	Phyllis Hansford	4,451.33	Maureen Corrigan	3,751.13	Colleen Hendrickson	3,208.99	Gloria Fitt	2,866.01	Maria Bennett	2,614.33
Rajinder Rai	5,679.23	Guylaine Dufour	4,389.99	Carol Heath	3,644.41	Ioulia Khairova	3,207.29	Lauren Miller	2,861.47	Luisa Rallo	2,597.82
Susan Bannister	5,568.10	Ginette Desforges	4,314.18	Teresa Ho	3,635.97	Cicily Brewer	3,199.57	Sophie Audet	2,836.01	Kathy Quilty	2,587.92
Mary Davies	5,464.75	Shelley Recoskie	4,308.55	Lucie Beauregard	3,567.32	Janice Appleby	3,198.57	Catherine Chapman	2,815.06	Louise McCann	2,583.87
Shirley Fequet	5,460.09	Audrey Ehalt	4,290.42	Gladys MacIntyre	3,534.78	Fernanda Silva	3,159.06	Judy Bycock	2,795.43	Betty Lister	2,583.83

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS, QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES, POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉS COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'AMÉRIQUE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Independent Sales Directors in the Limelight (continued)/Directrices des ventes indépendantes sous les projecteurs (suite)

Nikki Pointon	\$2,556.16	My Cialfoni	\$2,450.68	Patti Babyn	\$2,354.50	Barbara Martin	\$2,250.52	Sonia Janelle	\$2,138.32	Lorrie Henke	\$2,073.09
Judith Richardson	2,546.19	Deanna Pease	2,430.22	louiselleduchesne	2,347.97	Shelley Mehling	2,248.76	Bernice Hartwell	2,126.79	Tammy Lewis	2,072.91
Johanne Girard	2,541.96	Harparveen Aujla	2,422.20	Sonia Ryan	2,331.88	Heather Daymond	2,246.11	Cassandra Lay	2,126.06	Joan Elliott	2,068.71
Salina Jacobsen	2,538.32	Jeri Pearce	2,395.62	Wendy-Lynn Jones	2,321.35	Jane Arsenault	2,239.16	Angela Murphy	2,122.86	Noreen Kroetsch	2,064.58
Michelle Gilbert	2,536.67	Mandy Meisner	2,392.49	Mary-Lou Hill	2,318.30	Darla Lutwick	2,231.05	Sharon Robertson	2,119.95	Mandeep Bambrah	2,050.14
Heather Cook	2,536.47	Bev Harris	2,392.08	Dierdre McKay	2,314.89	Alison Hogan	2,229.79	Cathy Webster	2,119.84	Bonnie Vigue	2,035.73
Louise Desy	2,527.50	Chantal St-Denis	2,388.24	Claudia Perrotti	2,314.76	Diane Riddell	2,220.78	Alyce Parkes	2,115.01	Julie Fiala	2,026.68
Lenore Oughton	2,507.66	Giselle Marmus	2,386.78	Marni Logan	2,311.23	Judi Todd	2,206.21	Sheila Lefebvre	2,109.42	Tammy Cogswell	2,022.22
Diane Burness	2,491.24	Kathryn Milner	2,378.62	Cheryl Neuman	2,310.08	M. Pangan-Dutkoski	2,203.52	Rita White	2,101.33	Carol Adams	2,022.10
Pat Paul	2,474.63	Angella Maynard	2,366.88	Becky Lawrence	2,301.91	Kitty Babcock	2,193.34	Pamela Tucker	2,099.41	Donella Sewell	2,005.90
Frances Fletcher	2,467.65	Michelle Currie	2,366.43	M. Summach-Goetz	2,300.29	Marilyn Thiessen	2,161.23	Marlene Bridgman	2,092.21		
June Millar	2,453.88	Dorothy Osadczuk	2,357.10	Marie York	2,256.34	Divona Summer	2,155.87	Malinda Byrne	2,085.31		
Joyce Harnett	2,450.75	Anik Seguin	2,354.82	Julie Ricard	2,253.48	Leanne Chamberlain	2,142.05	Martine Richard	2,078.32		

Scoreboard/Tableau des résultats

Listed below is the ranking of all Canadian units with \$20,000 or more in estimated retail sales in March based on wholesale purchases. / Groupes canadiens ayant totalisé en mars des ventes au détail estimées de 20 000 \$ ou plus, d'après leurs commandes en gros.

Josée D'Anjou	\$82,135.50	Joyce Goff	\$39,428.00	Beryl Apelbaum	\$30,100.50	Elaine Scitotte	\$26,212.00	Patricia Monforton	\$23,763.50	Laureen Miller	\$21,110.50
Shannon Shaffer	66,059.00	Mary Davies	39,203.50	Cheryl Page	29,922.50	Linda Gingrich	25,641.00	Teresa Ho	22,992.50	Arleen Fritz	21,047.50
Marilyn Bodie	63,392.50	Harpreet Dhaliwal	38,427.00	Jennifer Levers	29,719.50	Fernanda Silva	25,524.00	Randhir Singh	22,954.50	Michelle Currie	20,956.00
Nathalie Delisle	61,528.50	Harsimran Saini	37,350.00	Kathy Whitley	29,498.50	Kimberley Shankel	25,381.50	Kathy Quilty	22,891.00	Dorothy Osadczuk	20,851.00
Angela Hargreaves	57,144.50	Isabelle Meunier	36,545.00	Lucie Beauregard	28,728.00	Shelley Haslett	25,078.50	Gloria Fitt	22,554.00	Patti Babyn	20,838.50
Eve Raymond	55,901.50	Phyllis Hansford	36,044.50	Maureen Corrigan	28,477.50	Beverley Dix	24,744.00	Carol Hoyland	22,529.50	Sharlene Bukurak	20,830.50
Rita Samms	54,525.00	Shelley Recoskie	35,035.50	Carol Heath	28,203.50	Colleen Hendrickson	24,655.00	Catherine Chapman	22,411.00	Joanne Ward	20,780.00
Guyline Comeau	48,026.50	Liz Wodham	34,769.00	Susie Leakvold	28,067.50	Cicily Brewer	24,605.00	Nikki Pointon	22,402.50	Lenore Oughton	20,734.00
Louise Boulanger	47,889.50	R. Courneya-Roblin	33,944.50	Shirley Peterson	28,055.00	Judy Bycock	24,545.00	Darlene Olsen	22,340.00	Louise McCann	20,612.00
Susan Brady	46,240.50	Gwen Groves	33,873.50	Donna Izen	28,031.50	Bev Strebchuk	24,503.50	Johanne Girard	22,184.00	Donna Witt	20,522.50
Jacqueline Cullen	45,493.00	Elaine Fry	33,771.50	Monica Noel	27,851.00	Janine Brisebois	24,449.00	Salina Jacobsen	22,128.00	Angella Maynard	20,501.50
E. Ramanauskas	43,568.50	Kyla Buhler	32,901.50	Paulette Nimco	27,797.50	Ming Tsang	24,447.50	Sophie Audet	22,092.50	Sonia Ryan	20,418.00
Susan Bannister	43,065.50	France Legare	32,007.00	Ginette Desforges	27,598.00	Pam Hill	24,300.00	Claribel Avery	21,654.50	Diane Burness	20,342.50
Sharon Coburn	42,837.00	Fran Sorobey	31,777.00	Darcey Smith-Heath	27,534.00	Vaun Gramatovich	24,290.50	Lorraine McCabe	21,524.50	Mary-Lou Hill	20,281.50
Shirley Fequet	42,145.50	Lois Sutherland	31,672.50	Teresa Alomar-Story	27,121.00	Sara Roberts	24,256.50	Christine Ransom	21,502.00	Susan Richardson	20,191.00
Donna Melnychyn	41,096.00	Guyline Dufour	31,416.50	Barb McKellar	27,055.50	Jill Ashmore	24,211.00	Jeri Pearce	21,471.00	Bev Harris	20,014.00
Tamara Swatske	40,742.00	Jasbir Sandhu	31,265.00	Anna Leblanc	26,677.00	Audrey Ehalt	24,190.50	Chantal St-Denis	21,357.50		
Wanda Groenewegen	40,048.50	Rebecca Irving	31,203.00	Ishali Mulchandani	26,460.00	Linda Feldman	24,008.50	Giselle Marmus	21,335.00		
Heidi McGuigan	39,814.50	Lynn Brady	30,916.50	Janice Appleby	26,456.00	Jody Zehr	24,003.50	Maria Bennett	21,330.00		
Gaylene Gillander	39,681.50	Alexis Glabus	30,885.50	Wilma Golt	26,316.50	Rajinder Rai	23,969.00	Kathryn Milner	21,209.50		
Donna Matthews	39,487.00	Mireille Morin	30,254.50	Yasmin Manamperi	26,285.50	Kathy Handzuik	23,912.50	Ioulia Khairova	21,192.50		

Top Recruiting Units/Meilleurs groupes en recrutement

Listed below are the top recruiting units with signed Independent Beauty Consultant Agreements for March. / D'après les Accords de la Conseillère en soins beauté indépendante signés en mars.

Québec – Eve Raymond
 Québec – Josée D'Anjou
 Ontario – Harsimran Saini
 Ontario – Jasbir Sandhu

Nova Scotia/Nouvelle-Écosse – Heidi McGuigan
 Ontario – Rita Samms
 Ontario – Sharon Coburn
 British Columbia/Colombie-Britannique – Teresa Alomar-Story

Ontario – Fiona Corby
 Manitoba – Giselle Marmus

Provincial Sales Queens/Reines des ventes provinciales

Listed below are the top purchases of wholesale Section 1 product orders during the month of March. / D'après les commandes en gros les plus élevées de la Section 1 en mars.

Alberta – Marilyn Bodie
 British Columbia/Colombie-Britannique – Anna Ruscitti
 Manitoba – Tania Muchikewanape
 New Brunswick/Nouveau-Brunswick – Chantelle Leblanc
 Newfoundland & Labrador/Terre-Neuve-et-Labrador – Cara Wells

Nova Scotia/Nouvelle-Écosse – Sue Ann Francis
 Nunavut – Ellen Hatlevik
 Northwest Territories/Territoires du Nord-Ouest – Gilbert Olifie
 Ontario – Deanna Blue
 Prince Edward Island/Île-du-Prince-Édouard – Mary Cameron

Québec – Viviane Roque
 Saskatchewan – Nora Davis
 Yukon – Sarah Charlie

12% Club/Club 12 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose 12 percent cheque exceeded \$500 for the month of March. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 12 % a dépassé 500 \$ en mars.

Jacqueline Cullen	\$1,700.76	Emily Chambers	\$939.12	Susie Leakvold	\$793.62	Alyce Parkes	\$723.21	Louisa Hoddinott	\$670.83	Joyce Harnett	\$613.95
Donna Melnychyn	1,632.78	Malinda Byrne	938.10	Marie York	792.72	Susan Bannister	722.55	Shirley Wheaton	659.28	Sherry Anania	612.87
Liz Wodham	1,418.82	Maureen Corrigan	927.12	Laureen Miller	790.08	Caron Magee	715.11	Gwen Groves	656.82	Prabjyot Gill	609.39
Kyla Buhler	1,404.60	Louise Boulanger	912.63	Nikki Pointon	784.14	France Mimeault	715.02	Brigitte Raymond	654.18	Noreen Kroetsch	597.96
Michelle Gilbert	1,387.35	Darcey Smith-Heath	904.95	Giselle Marmus	783.69	Sara Roberts	713.91	Renee Legrand	652.05	Bonny McComb	597.60
Harpreet Dhaliwal	1,314.30	Alexis Glabus	902.91	Mary-Lou Hill	780.48	Lynn Brady	710.40	Diane Burness	651.18	Sonia Janelle	595.05
Cheryl Page	1,234.29	Kimberley Shankel	895.86	Paulette Nimco	779.82	Alex Quinn	708.87	Karen Shapka	645.48	Claribel Avery	591.57
Angela Hargreaves	1,211.43	Audrey Ehalt	891.84	Monica Noel	779.37	Bertha Kovach	707.73	Marie Monte	643.80	Tammy Pearson	589.26
Helene Drolet	1,141.38	Gladys MacIntyre	867.39	Nancy Doucet	770.91	Wilma Golt	703.71	Jill Ashmore	636.15	Linda Feldman	589.08
Yasmin Manamperi	1,135.05	Jennifer Levers	854.07	Harsimran Saini	766.65	Evelyn Ramanauskas	701.76	Shelley Recoskie	634.53	Monica Hunt	588.99
Vaun Gramatovich	1,130.91	Lindsay Lewis	846.99	Joyce Goff	755.67	Catherine Chapman	689.49	France Grenier	632.85	Gloria Rousseau	586.77
Fran Sorobey	1,110.42	Gloria Fitt	841.26	Beryl Apelbaum	754.77	Sarah Kearney	687.39	Tamara Swatske	630.06	Marie-Claude Leblanc	586.74
Guyline Comeau	1,067.79	Donna Witt	840.57	Harpreet Gill	744.42	Louise Fortin	684.57	Linda Gingrich	628.50	Lois Musselman	585.78
Sharon Coburn	1,061.49	Alison Hogan	839.88	Carol Adams	738.51	Maria Bennett	683.97	Fernanda Silva	627.21	Susan Placsko	574.17
Rita Samms	1,049.25	Colleen Hendrickson	835.11	Martine Richard	737.91	Cheryl Neuman	681.69	Janice Appleby	624.36	Jasbir Sandhu	571.23
Guyline Dufour	1,046.25	Jody Zehr	828.57	Isabelle Perreault	734.67	Karen McNulty	681.09	Chantal St-Denis	622.80	Janine Brisebois	571.17
Shirley Fequet	1,028.49	Claudine Pouliot	822.60	Anna Leblanc	730.68	Lynda Switzer	676.44	Kristine Sivertson	621.30	Patricia Monforton	567.48
Kathy Whitley	1,019.46	Lorrie Henke	815.22	Sharmila Peterson	729.69	Kathy Handzuik	675.75	Betty Lister	619.05	Sue Rigby-Mallard	564.96
Shelley Haslett	941.43	Marilyn Bodie	802.05	Joy Zaporozan	724.35	Julie Fiala	673.17	Carol Hoyland	618.54	Georgine Cook	563.67

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

12% Club (continued)/Club 12 % (suite)

Manon Dubois	\$561.87	Divona Summer	\$547.02	Sharon Casteel	\$531.72	Gaylene Gillander	\$521.88	Mandeep Bamrah	\$514.77	Monica Hoffman	\$508.23
Sharon Carlson	559.53	Ishali Mulchandani	546.27	Susan Richardson	531.48	Catherine Strickland	519.36	Deborah Stomphorst	514.23	Chantal Bisailon	507.00
France Legare	555.06	Johanna Tobin	544.62	Shannon Cameron	527.61	Bonnie Vigue	519.21	Sheila Lefebvre	513.63	Tina Bromley	504.72
Kimberly Havekes	553.86	Wanda Groenewegen	543.84	Carol Heath	526.65	Pat Paul	518.73	R. Courneya-Roblin	511.83		
Victoria Wakulchuk	553.56	Kitty Babcock	543.21	Shelley Mehling	525.48	Sylvana Oliver	517.02	Judy Bycock	509.49		
S. Haberman-Melville	548.82	Lauretta Gorman	540.87	Jeri Pearce	525.45	Shirley Austin	515.61	Deb Wynn	509.16		
Christine Ransom	547.41	Lisa Craig	535.47	Maureen Vincent	525.30	Mona Hood	515.25	Judi Todd	508.29		

8% Club/Club 8 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose eight percent cheque exceeded \$250 for the month of March. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 8 % a dépassé 250 \$ en mars.

Sheena Murphy	\$558.20	Karen Piovesan	\$403.42	Patti Jeske	\$311.06	Cathy Webster	\$295.60	Melissa Bongalis	\$276.64	Caroline Matheson	\$261.70
Sylvie Pellerin	475.44	Nicole Bellemare	385.94	Marina Mason	308.40	Mary Vair	293.18	Debbie Struthers	276.50	Helen Greenspan	261.48
Sonia Dumas	456.28	Marie-Josée Bourdages	382.24	Erna Voth	308.28	Alice Steffen	289.10	Michelle Clark	269.92	Myria Balicao	258.58
Deborah Prychidny	454.46	Dale Kathryn Grove	354.64	Barbara Bond	307.72	Carole Atkins	288.76	Ginette Desforges	268.80	Krista Comisky	255.30
Danielle Guilmette	450.60	Irene Savoie	341.12	Irma Vogt-Dyck	297.44	Sharon Kolenc	288.68	Geraldine Burke	268.34	Nelia Arruda	254.92
Diana Espenhain	442.04	Andrea Thorougood	338.24	Claudia Guzman-Vilchez	296.62	Emily Cornelis	283.20	Denise Melanson	265.50	Dana Brooks	252.90
Heather Daymond	430.42	Vonita Glenney	319.18	Barbara Martin	296.38	Kimberley King	279.60	Debbie Graham	263.52	Mary Hussey	251.88
Renée Lavoie	406.12	Jenny Foran	311.16	Marilyn Clark	295.84	Tina Drake	278.76	Linda Gobeil	262.36		

4% Club/Club 4 %

Listed below are the Independent Beauty Consultants and Independent Sales Directors whose four percent cheque exceeded \$75 for the month of March. / Directrices des ventes indépendantes et Conseillères en soins de beauté indépendantes dont le chèque de 4 % a dépassé 75 \$ en mars.

Lucie Leveillee	\$278.88	Ninta Mapula	\$121.05	Lisa Gordon	\$104.08	Navinder Singh	\$96.05	Karin Smith	\$85.12	Kimiko Carlson	\$79.17
Natasha Carey	240.33	Annette St. Georges	120.54	Helene Ndabo	101.42	Denise Roller	94.05	Kris Noel	83.47	Charlene Randle-Clayton	79.02
Stephanie Champagne	192.01	Lorrie Roshier	120.46	Rita Marchesan	100.06	Joy Hoskin	93.37	Bertha Friesen	83.42	Judith Isaac	78.94
Sharon Howe	178.87	Marie-Josée Dugas	120.10	Beant Grewal	98.24	Deanna Penney	92.66	Michelle Price	83.27	Elida Gomez	78.05
Tania Maidment	150.86	Kathleen Allen	120.04	Suzanne Matheson	97.29	Sharon Myles	92.38	Brenda Bateman	82.21	Buo Lim	77.80
Danielle Petherbridge	148.93	Heather Heath	120.04	Karen Reynolds	97.11	Mary Alice Ahern	91.67	Marie-Claire Lavigne	81.74	Mariana Radosavlevici	77.33
Maria Bermudes	136.11	Ginger Ryland	120.02	Lesley-Kim McFarlane	96.92	Ria Whatman	91.03	Tania Pugliese	81.49	Brenda Pearson	77.23
Leanne Koopman	134.61	Kara Merriam	115.97	Teresa Schweder	96.82	April Williams	89.89	Brenda Gay	81.22	Shirley Burenski	77.19
Joanne Barbour	132.87	Bonnie Van Geene	115.62	Joan MacKenzie	96.36	Rita Weagle	89.79	Susan Howitt	80.78	Ravinder Kaur	77.00
Amy Shang	132.74	Janet Crosby-Jackson	114.41	Freba Jones	96.23	Janet Crandall	88.69	Heather Proctor	80.44	Monique M. Bruggink	76.87
Debbie O'Neil	126.90	Eleanor Noel	114.00	Victoria Brace	96.20	Nahid Alizadeh	88.47	Rechie Diaz	80.31	Heather Levac	76.71
Mariola Herbasz	124.94	Liliane David	113.91	Rani Gill	96.16	Onalee Mitchell	87.46	Martine Brault	80.23	Nadia Djebli	76.14
Marélie Savoie	124.85	Marie-Anne Chretien	111.04	Marilyn Martinook	96.13	Mary-Jane Lightfoot	86.59	Kimberly Miller	80.23	Betty Morrow	75.05
Bev Crabb	124.66	Lisa Nomm	109.36	Chantale Beaulac	96.10	Corrine Carlson	86.50	Susan Strembitsky	80.22		
Ida Swartz	122.14	Debbie Feeney	104.31	Satpal Kaler	96.10	Shelleen Stringfellow	86.08	Martha Trujillo	80.02		

Gold Medal/Médailles d'or

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of five new team members during the month of March. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 5 nouveaux membres en mars.

LOUISA HODDINOTT <i>Director/Directrice</i>	ROBIN COURNEYA-ROBLIN <i>Director/Directrice</i>	ANGELA FEDORCHUK <i>Director/Directrice</i>	EMILY CHAMBERS <i>Director/Directrice</i>	CHERIE DAUBERT <i>Director/Directrice</i>	GINA HORMANN <i>Director/Directrice</i>
EVA KOPEC <i>Director/Directrice</i>	FERNANDA SILVA <i>Director/Directrice</i>	ALICE KO <i>Director/Directrice</i>	Marilyn Thiessen <i>Director/Directrice</i>	Brenda Cooper <i>Director/Directrice</i>	Susie Leakvold <i>Director/Directrice</i>
MARY OGUNYEMI <i>Director/Directrice</i>	JACQUELINE CULLEN <i>Director/Directrice</i>	SHEILA LEFEBVRE <i>Director/Directrice</i>	LEILA HOLZWORTH <i>Director/Directrice</i>	NADIA DJEBLI <i>Director/Directrice</i>	CATHERINE LABONTÉ <i>Director/Directrice</i>
VAUN GRAMATOVICH <i>Director/Directrice</i>	GLORIA FITT <i>Director/Directrice</i>	HELENA BOURGEOIS <i>Director/Directrice</i>	RENEE LEGRAND <i>Director/Directrice</i>	Mandy Meisner <i>Director/Directrice</i>	Pamela Tucker <i>Director/Directrice</i>
GISELLE MARMUS <i>Director/Directrice</i>	ELAINE MAELAND <i>Director/Directrice</i>	MAUREEN CORRIGAN <i>Director/Directrice</i>	SHAWNNA MALLETT <i>Director/Directrice</i>	HARPREET GILL <i>Director/Directrice</i>	ARADELLA MACDONALD <i>Director/Directrice</i>
CHERYL PAGE <i>Director/Directrice</i>	JASBIR SANDHU <i>Director/Directrice</i>	ALEXIS GLABUS <i>Director/Directrice</i>	Rita Samms <i>Director/Directrice</i>	Jasbir Sandhu <i>Director/Directrice</i>	Heidi McGuigan <i>Director/Directrice</i>
NOREEN KROETSCH <i>Director/Directrice</i>	JILL ASHMORE <i>Director/Directrice</i>	CARON MAGEE <i>Director/Directrice</i>	DEBORAH STOMPHORST <i>Director/Directrice</i>	MICHELLE GORDON <i>Director/Directrice</i>	KATRINA MCKEE <i>Director/Directrice</i>
YASMIN MANAMPERI <i>Director/Directrice</i>	EVA COELHO <i>Director/Directrice</i>	Wanda Groenewegen <i>Director/Directrice</i>	Gwen Groves <i>Director/Directrice</i>	Angela Hargreaves <i>Director/Directrice</i>	Sharon Korol <i>Director/Directrice</i>
HARPREET DHALIWAL <i>Director/Directrice</i>	HARSIMRAN SAINI <i>Director/Directrice</i>	PATRICIA SNACHE <i>Director/Directrice</i>	JODY ZEHR <i>Director/Directrice</i>	SANDRA GOULD <i>Director/Directrice</i>	FRANCE MIMÉAULT <i>Director/Directrice</i>
MYRIA BALICAO <i>Director/Directrice</i>	KYLA BUHLER <i>Director/Directrice</i>	TERRY THRUN <i>Director/Directrice</i>	NANCY ABRAMS <i>Director/Directrice</i>	Judy Toupin <i>Director/Directrice</i>	Isabelle Meunier <i>Director/Directrice</i>
		Jennifer Levers <i>Director/Directrice</i>	Martha Rempel <i>Director/Directrice</i>	DEBBIE GRAHAM <i>Director/Directrice</i>	JANNETA OUTEVSKY <i>Director/Directrice</i>
		MARILYN BODIE <i>Director/Directrice</i>	REENA BHUCHAR <i>Director/Directrice</i>	VICTORIA GREER <i>Director/Directrice</i>	SHARMILA PETERSON <i>Director/Directrice</i>
			Harsimran Saini <i>Director/Directrice</i>	Sharon Coburn <i>Director/Directrice</i>	Kym Holman <i>Director/Directrice</i>
			SUE CURISTON <i>Director/Directrice</i>	KIMBERLY HAVEKES <i>Director/Directrice</i>	RAJPREET SADIOURA <i>Director/Directrice</i>
			Debbie Ryan King <i>Director/Directrice</i>	Rebecca Irving <i>Director/Directrice</i>	Harsimran Saini <i>Director/Directrice</i>
			STELLA DALY <i>Director/Directrice</i>	WENDY HEEG <i>Director/Directrice</i>	JUDI SMITH <i>Director/Directrice</i>
			Heidi McGuigan <i>Director/Directrice</i>	Jody Zehr <i>Director/Directrice</i>	Giselle Marmus <i>Director/Directrice</i>
				SHERRI HOLMAN <i>Director/Directrice</i>	DARCEY SMITH-HEATH <i>Director/Directrice</i>
				Heidi McGuigan <i>Director/Directrice</i>	

Silver Medal/Médailles d'argent

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of four new team members during the month of March. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 4 nouveaux membres en mars.

DIVONA SUMMER <i>Director/Directrice</i>	AUDREY EHALT <i>Director/Directrice</i>	SHERRI SCHILLING <i>Director/Directrice</i>	OKSANA BUKOVSKA <i>Director/Directrice</i>	CARLENE KERR <i>Director/Directrice</i>	SUKHVINDER RAI <i>Director/Directrice</i>
CAROL HEATH <i>Director/Directrice</i>	AVRIL CELESTIN <i>Director/Directrice</i>	FRAN SOROBAY <i>Director/Directrice</i>	Natalia Travilina <i>Director/Directrice</i>	SANDRA KORTE <i>Director/Directrice</i>	Kavita Seth <i>Director/Directrice</i>
DANIELLE HARTLEY <i>Director/Directrice</i>	TAMARA DE MONTE <i>Director/Directrice</i>	MEGHAN YEWELL <i>Director/Directrice</i>	Harparveen Aujla <i>Director/Directrice</i>	Susan Placsko <i>Director/Directrice</i>	GLORIA DE CHICAS <i>Director/Directrice</i>
Dalene Allen <i>Director/Directrice</i>	MARY-LOU HILL <i>Director/Directrice</i>	KAREENA FELKER <i>Director/Directrice</i>	NANCY DOUCET <i>Director/Directrice</i>	LUCIE LEVEILLEE <i>Director/Directrice</i>	Tamara Swatske <i>Director/Directrice</i>
PAM BEHNKE-VAN HOOF <i>Director/Directrice</i>	EMILY CORNELIS <i>Director/Directrice</i>	Susanne Felker <i>Director/Directrice</i>	Guyline Comeau <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>	TERESA SCHWEDER <i>Director/Directrice</i>
TRACEY DOUGLAS <i>Director/Directrice</i>	JOYCE GUSTAFSON <i>Director/Directrice</i>	DEBORAH KENNY <i>Director/Directrice</i>	HELENE DROLET <i>Director/Directrice</i>	LINDSAY LEWIS <i>Director/Directrice</i>	Tammy Charbonneau <i>Director/Directrice</i>
CAROLE ATKINS <i>Director/Directrice</i>	RENEE JOHNSON <i>Director/Directrice</i>	SANDRA LETT <i>Director/Directrice</i>	France Legare <i>Director/Directrice</i>	Angela Hargreaves <i>Director/Directrice</i>	ANNETTE ST GEORGES <i>Director/Directrice</i>
SHARON KOLENC <i>Director/Directrice</i>	Joyce Goff <i>Director/Directrice</i>	JACQUELINE ADAMS <i>Director/Directrice</i>	MANON DUBOIS <i>Director/Directrice</i>	KIMBERLY MACBRIDE <i>Director/Directrice</i>	Louise McCann <i>Director/Directrice</i>
LORRAINE UPWARDS <i>Director/Directrice</i>	ANNE PITTS <i>Director/Directrice</i>	ELISA BERROSPI <i>Director/Directrice</i>	Josée D'Anjou <i>Director/Directrice</i>	Kimberley Shankel <i>Director/Directrice</i>	CHERYL TESSARI <i>Director/Directrice</i>
	Lorraine Upwards <i>Director/Directrice</i>	Reina Heras <i>Director/Directrice</i>	FRANCE GRENIER <i>Director/Directrice</i>	JENNIFER MONTGOMERY <i>Director/Directrice</i>	Helen Zucchelli <i>Director/Directrice</i>
			Eve Raymond <i>Director/Directrice</i>	Sara Roberts <i>Director/Directrice</i>	SHEILA VADIL <i>Director/Directrice</i>
			CLAUDY GUILMETTE <i>Director/Directrice</i>	LISA O'MALLEY <i>Director/Directrice</i>	My Ciatloni <i>Director/Directrice</i>
			Josée D'Anjou <i>Director/Directrice</i>	Fiona Corby <i>Director/Directrice</i>	EDITH VALLE <i>Director/Directrice</i>
			ELAINE DORIS HOUSE <i>Director/Directrice</i>	TERESA OLIVIERO <i>Director/Directrice</i>	My Ciatloni <i>Director/Directrice</i>
			Glynis MacDavid <i>Director/Directrice</i>	Patricia Monforton <i>Director/Directrice</i>	YELENA ZAVALISHINA <i>Director/Directrice</i>
					Svitlana Awogbami <i>Director/Directrice</i>

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES, POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY L'ÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

Bronze Medal/Médailles de bronze

The following Independent Beauty Consultants and Independent Sales Directors shared the Mary Kay opportunity with a minimum of three new team members during the month of March. / Conseillères en soins de beauté indépendantes et Directrices des ventes indépendantes ayant recruté au moins 3 nouveaux membres en mars.

CHERYL NEUMAN
Director/Directrice
DONNA MELNYCHYN
Director/Directrice
CAROL RENNEHAN
Director/Directrice
PAULINE CAMPBELL
Director/Directrice
GLADYS MACINTYRE
Director/Directrice
ALEX QUINN
Director/Directrice
HELEN LUPENA-SABOURIN
Director/Directrice
SUSIE LEAKVOLD
Director/Directrice
ELAINE SICOTTE
Director/Directrice
JULIE FIALA
Director/Directrice
TAMMY PEARSON
Director/Directrice
ANITA WOLFENDEN
Director/Directrice
BARBARA CRAIG
Director/Directrice
JULIE RICARD
Director/Directrice
LIZ WODHAM
Director/Directrice
SUHAD AL-SAATI
Director/Directrice
MARIE-JOSÉE BOURDAGES
Director/Directrice
LEANNE CHAMBERLAIN
Director/Directrice
DEIDRE GUY
Director/Directrice
PATRICIA MONFORTON
Director/Directrice

NICOLE PHARAND
Director/Directrice
JUNE RUMBALL
Director/Directrice
DIANA TETU
Director/Directrice
MARIE YORK
Director/Directrice
BERYL APELBAUM
Director/Directrice
SOPHIE AUDET
Director/Directrice
JUDY BYCOK
Director/Directrice
CHARLOTTE DANQUAH
Director/Directrice
MYCHELE GUIMOND
Director/Directrice
ANGELA HARGREAVES
Director/Directrice
HOLLY SCHNELL
Director/Directrice
ANGELA TREMBLAY
Director/Directrice
BONNIE VIGUE
Director/Directrice
SHIRLEY WHEATON
Director/Directrice
CHARLENE BLACKSTAR
Deanna Pease
KIMBERLY BOETTGER
Director/Directrice
MALINDA BYRNE
Director/Directrice
BRENDA COOPER
Director/Directrice
FIONA CORBY
Director/Directrice
ODETTE DOBBIN
Director/Directrice

JAYME FOCHLER
Director/Directrice
BEV HARRIS
Director/Directrice
CAROL HINCH CROTEAU
Director/Directrice
SANDRA KLOTZ
Director/Directrice
KATHERINE MARTIN
Director/Directrice
NIKKI POINTON
Director/Directrice
VALERIE PULLISHY
Director/Directrice
SUZANNE RUMBALL
Brenda Cuppage
TIPHANIE SUTTON
Director/Directrice
SARAH WATERS
Director/Directrice
DENISE YOUNG
Director/Directrice
NICOLE BELLEMARE
Director/Directrice
SASHA BRADSHAW
Joyce Goff
DONATELLA CIAMPI
Director/Directrice
MAYA DONOS
Director/Directrice
FRANCES FLETCHER
Director/Directrice
MARIE-CLAUDE LEBLANC
Nathalie Delisle
JOCELYNE LEVESQUE
Director/Directrice
BETTY LISTER
Director/Directrice
DARLA LUTWICK
Director/Directrice

TANNIS MACFARLANE-KELLY
Director/Directrice
BARB MARCH
Director/Directrice
STACEY MARQUIS
Kathy Long
RUTH NOEL
Phyllis Hansford
MARIETTA PANGAN-DUTKOSKI
Director/Directrice
EDNA SAVOIE
Director/Directrice
LU SCOTT
Director/Directrice
ELLEN WHITING
Director/Directrice
KRISTINE WOODCOX
Debra Kerswell
HELEN ZUCCELLI
Director/Directrice
NAHID ALIZADEH
Shelley Recoskie
YRMA AMAYA
Donna Dodds
KARINE BEAUDREAU
Nancy Larouche
MARIA BERMUDEZ
Teresa Alomar-Story
CHANTAL BISAILLON
Louise Boulanger
RAVINDER KAUR
Mandeep Bambrah
MARTINE BRAULT
Marcelyn Querino
KIM CONAGHAN
Shelley Recoskie
ANIE CORMIER
Helena Bourgeois
JASBEER DADIALA
Jasbir Sandhu

ANDREA DEGROOT
Debra Kerswell
B. DEMYEN-MICHAELCHUK
Kyla Buhler
JUDY EDWARDS
Director/Directrice
GEORGETTE FLEURY
Kathy Handzuik
LOUISE FORTIN
Lucie Beauregard
MADELINE GAGNE
Gloria Boyne
STEPHANIE GRANT
Darla Lutwick
BEANT GREWAL
Rajinder Rai
TINA-MARIE HUIZINGA
Sharon Coburn
MONICA HUNT
Shirley Fequet
KIM JOHNSON
Sharlene Bukurak
RAVINDER KAUR
Balbir Singh
SARAH KEARNEY
Director/Directrice
CAROLINE LAROCHELLE
Eve Raymond
RENEE LAVOIE
Sophie Audet
JUANITA MACDONALD
Debbie Mattinson
STEPHANIE MAGER
Carol Hinch Croteau
GORDANA MANDIC
Rusmira Zivkovic
LYNDA MCDOWELL
Evelyn Ramanauskas
REINA MENDOZA
Eve Raymond

KARA MERRIAM
Sara Roberts
MARIA METROPOULOS
Sara Roberts
VICKI NIKIEL
Director/Directrice
LISA NOMM
Fiona Corby
SHANNON OTTLEY
Jennifer Levers
MARTHA PERRY
Tara Green
SARAH PERRY
Doreen Burggraf
CHRISTINA PRACHNAU
Lynda Hiebert
BRIGITTE RAYMOND
Eve Raymond
RITA SAMMS
Director/Directrice
MOHINDER SANDHU
Jasbir Sandhu
JENNIFER SCHINDELKA
Julie Fiala
ANJANA SEKHON
Karen Sepkha
JOANNE SMITH
Patti Babyn
KRISTA STEWART
Laureen Miller
JILLIAN STUART
Elizabeth Sly
CELINE TREMBLAY
Pamela Tucker
CLAUDIA GUZMAN-VILCHEZ
Teresa Alomar-Story
ANNE VINSON-VERRIER
Julie Ricard
RITA WEAGLE
Christeen Donnelly

New Team Leaders/Nouveaux chefs d'équipe

These Independent Beauty Consultants added their fifth or more active team member during the month of March. / Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 5^e membre actif ou plus en mars.

JACQUELINE ADAMS
Rita Samms
MELISSA ANDERSON
Debra Kerswell
REENA BHUCHAR
Harsimran Saini
DANA BROOKS
Barb McKellar
SUE CURISTON
Debbie Ryan King

SHERRY DABYDEEN
Ishali Mulchandani
NANCY DOUCET
Guylaine Comeau
DANA GENG
Carolyn Nottall
HARPREET GILL
Jasbir Sandhu
WENDY HEEG
Jody Zehr

GINA HORMANN
Susie Leakvold
KIM JOHNSON
Sharlene Bukurak
DEBBIE JOHNSTON
Deb Wynn
RAVINDER KAUR
Balbir Singh
KATRINA MCKEE
Sharon Korol

KERRI MILLER
Christine Ransom
FRANCE MIMEAULT
Isabelle Meunier
ISABELLE PERREAULT
Nathalie Delisle
SHARMILA PETERSON
Kym Holman
HELENE PLEAU
Audrey Ehalt

SUKHVINDER RAI
Kavita Seth
BRIGITTE RAYMOND
Eve Raymond
CATHERINE ROBERTS
Joanne Johnston
MARY ROGERS
Karen Busch
RAJPREET SADIOURA
Harsimran Saini

MANJIT SAHSI
Inderjit Sekhon

New Star Recruiters/Nouvelles recruteuses étoiles

These Independent Beauty Consultants added their third or more active team member during the month of March. / Conseillères en soins de beauté indépendantes ayant recruté dans leur équipe un 3^e membre actif ou plus en mars.

NAHID ALIZADEH
Shelley Recoskie
TOOBA ANBARY
Tamara De Monte
MARIA BERMUDEZ
Teresa Alomar-Story
RAVINDER KAUR
Mandeep Bambrah
ANIE CORMIER
Helena Bourgeois

NADIA DJEBLI
Mandy Meisner
GINA FACCHINI
Mohinder Lail
DEBBIE FEENEY
Tammy Cogswell
BEANT GREWAL
Rajinder Rai
SANDRA KORTE
Susan Placsko

ISABELLE LAVIGNE
Eve Raymond
BARBARA LEFORT
Deborah Brown
LUCIE LEVEILLEE
Josée D'Anjou
GORDANA MANDIC
Rusmira Zivkovic
NINFA MAPULA
Fernanda Silva

RITA MARCHESAN
Janet Taylor
BECKY MARSDIN
Cheryl Neuman
DANA POLLARD
Fiona Corby
MARIE REIMER
Georgie Anderson
LESLIE ROBERTS
Sarah Kearney

MOHINDER SANDHU
Jasbir Sandhu
PAULA SHANKS
Angela Hargreaves
SARAH SIDEBOTTOM
Angella Maynard
NATHALIE SIMARD
Eve Raymond
NAVINDER SINGH
Jasbir Sandhu

KRISTA VRYENHOEK
Jayme Fochler
RITA WEAGLE
Christeen Donnelly

Cadillac Achievers/Championnes Cadillac

These Independent Sales Directors have qualified during the month of March to earn the use of a pink Cadillac or receive cash compensation. / Directrices des ventes indépendantes qualifiées en mars pour l'usage d'une Cadillac rose ou une compensation en argent.

Marilyn Bodie

Nathalie Delisle

Angela Hargreaves

Harsimran Saini

THE VAST MAJORITY OF THE INDEPENDENT SALES FORCE MEMBERS' PRIMARY SOURCE OF PROFIT IS SELLING PRODUCT. IN ADDITION, ALL MARY KAY INDEPENDENT BEAUTY CONSULTANTS CAN EARN INCOME FROM COMMISSIONS, DOVETAILING, PRIZES AND AWARDS. TO BE ELIGIBLE FOR COMMISSIONS, INDEPENDENT BEAUTY CONSULTANTS MUST BE ACTIVE THEMSELVES AND HAVE AT LEAST ONE ACTIVE RECRUIT DURING THE RELEVANT PERIOD. MEMBERS OF THE INDEPENDENT SALES FORCE ARE CONSIDERED ACTIVE IN A PARTICULAR MONTH (AND FOR TWO MONTHS AFTER) WHEN THEY PLACE AT LEAST \$200 IN WHOLESALE ORDERS FOR COSMETICS INTENDED FOR RESALE DURING THE MONTH. IN 2007, THERE WERE MORE THAN 31,891 MEMBERS OF THE INDEPENDENT SALES FORCE OF MARY KAY COSMETICS LTD. IN CANADA. OF THE 4,795 WHO WERE IN THE INDEPENDENT SALES FORCE FOR AT LEAST ONE YEAR AND WHO EARNED COMMISSIONS, 49% EARNED COMMISSIONS IN EXCESS OF \$100. OF THE 659 OF THOSE WHO WERE MARY KAY INDEPENDENT SALES DIRECTORS, THE TOP 50% EARNED COMMISSIONS DURING THE YEAR OF \$17,500 TO IN EXCESS OF \$100,000. OF THE 25 OF THOSE WHO WERE MARY KAY INDEPENDENT NATIONAL SALES DIRECTORS, 68% EARNED COMMISSIONS DURING THE YEAR IN EXCESS OF \$100,000.

Premier Club Achievers/Championnes Club Première

These Independent Sales Directors have qualified during the month of March to earn the use of a Saturn Aura XE or receive cash compensation. / Directrices des ventes indépendantes qualifiées en mars pour l'usage d'une Saturn Aura XE ou une compensation en argent.

Teresa Alomar
Beryl Apelbaum
Shirley Austin
Lucie Beauregard
Cicily Brewer
Judy Byck
Mary Davies
Beverly Dix
Vaun Gramatovich
Gwen Groves

Kathy Handzvik
Colleen Hendrickson
Joyce Harnett
Shelley Haslett
Salina Jacobsen
Yasmin Manamperi
Donna Matthews
Kathy Quilty
Eve Raymond

Independent Sales Director Grand Achievers/Directrices des ventes indépendantes Grandes Gagnantes

These Independent Sales Directors qualified during the month of March to receive cash compensation. Directrices des ventes indépendantes qualifiées en mars pour une compensation en argent.

Sharon Casteel

Chantal St-Denis

Independent Beauty Consultant Grand Achievers/Conseillères en soins de beauté indépendantes Grandes Gagnantes

These Independent Beauty Consultants qualified during the month of March to earn the use of a Pontiac VIBE, Pontiac G6 or receive cash compensation. / Conseillères en soins de beauté indépendantes qualifiées en mars pour l'usage d'une Pontiac VIBE, Pontiac G6 ou une compensation en argent.

Emily Chambers
France Grenier
Sylvie Pellerin



Quarter Four Go-Give Award™ Winner/ Gagnante du Trophée Dame Entraide™ Trimestre quatre ROBIN COURNEYA-ROBLIN

Independent Senior Sales Director/Directrice des ventes senior indépendante

STARTED MARY KAY: September 2002

DEBUTED AS AN INDEPENDENT SALES DIRECTOR: June 2004

PERSONAL: Married to John. Daughters Dana (25) and Brenna (8).

UNIT NAME: Star Power

GOALS: "To take our unit to a Top 10 position in Canada and have them recognized for the wonderful, dedicated women they are! We're on our way to a National Area in 2010!"

ENRICHING LIVES:

"Robin follows the go-give spirit with honesty, integrity and passion by doing unto others as she would have them do unto her. She never has a wrongful word about anything or any one!"

— Debbi Levy Kay, Independent Sales Director

"In my 28 years with Mary Kay, Robin is the most dedicated and professional Independent Sales Director with whom I've ever been associated. I'm proud to call her my friend!"

— Joanne Manol, Independent Senior Sales Director

ON BEING NOMINATED:

"I'm so blessed to be working with a group of beautiful, kind and dedicated women and to have them take the time to honour me in this way is truly heartwarming. I am motivated and inspired by my unit members every single day to be a better person and I thank them for that! I want every woman to feel empowered to be the best they can be and, in turn, pass that on to the next and the next! This is Mary Kay's legacy!"

— Robin Courneya-Roblin, Independent Senior Sales Director

DÉBUTS CHEZ MARY KAY : Septembre 2002

DÉBUTS DE DIRECTRICE DES VENTES INDÉPENDANTE : Juin 2004

RENSEIGNEMENTS PERSONNELS : Mariée à John. Deux filles : Dana (25 ans) et Brenna (8 ans).

NOM DE GROUPE : Star Power

OBJECTIFS : « Conduire mon groupe au niveau des 10 meilleurs au Canada et que mes membres soient distingués pour leur dévouement et leur travail! Nous sommes sur la voie de devenir une Famille nationale en 2010! »

LES VIES QU'ELLE A ENRICHIES :

« Robin vit selon les principes de l'honnêteté, de l'intégrité et de la passion qui définissent l'esprit d'entraide : Traite les autres comme tu voudrais toi-même être traité. Elle ne prononce jamais une parole négative vis-à-vis de quelque chose ou de quelqu'un! »

— Debbi Levy Kay, Directrice des ventes indépendante

« Durant les 28 ans de ma carrière Mary Kay, Robin représente la Directrice des ventes indépendante la plus dévouée et la plus professionnelle avec laquelle j'ai travaillé. Je suis fière de pouvoir dire que c'est une amie! »

— Joanne Manol, Directrice des ventes senior indépendante

RÉACTION À SA NOMINATION :

« J'ai la chance de travailler avec un groupe de femmes merveilleuses, généreuses et dévouées, et le fait qu'elles prennent le temps de m'honorer de cette manière me touche énormément. Les membres de mon groupe me motivent et m'inspirent tous les jours à m'améliorer et je leur en suis reconnaissant! Je veux que toutes les femmes se sentent capables de développer leur plein potentiel, puis transmettent cela à la prochaine personne et ainsi de suite. C'est ça, l'héritage de Mary Kay! »

— Robin Courneya-Roblin, Directrice des ventes senior indépendante

LA PREMIÈRE SOURCE DE PROFIT DES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT REPOSE POUR LA MAJEURE PARTIE SUR LA VENTE DE PRODUITS. QUI PLUS EST, TOUTES LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES MARY KAY PEUVENT TIRER UN REVENU DES COMMISSIONS, REMPLACEMENTS, PRIX ET RÉCOMPENSES. POUR POUVOIR PROFITER DES COMMISSIONS, LES CONSEILLÈRES EN SOINS DE BEAUTÉ INDÉPENDANTES DOIVENT ELLES-MÊMES ÊTRE ACTIVES ET AVOIR AU MOINS UNE RECRUE ACTIVE PENDANT LA PÉRIODE EN QUESTION. LES MEMBRES DE L'EFFECTIF DE VENTE INDÉPENDANT SONT CONSIDÉRÉES COMME ACTIVES DURANT UN MOIS DONNÉ (ET POUR LES DEUX MOIS SUIVANTS) SI ELLES PASSENT DES COMMANDES MINIMALES DE 200 \$ EN GROS DE PRODUITS COSMÉTIQUES EN VUE DE LEUR REVENTE PENDANT CE MÊME MOIS. EN 2007, L'EFFECTIF DE VENTE INDÉPENDANT DES COSMÉTIQUES MARY KAY LTÉE AU CANADA COMPTAIT PLUS DE 31 891 MEMBRES. PARMI LES 4 795 MEMBRES FAISANT PARTIE DE L'EFFECTIF DE VENTE INDÉPENDANT DURANT AU MOINS UN AN ET QUI ONT REÇU DES COMMISSIONS, 49 % ONT TOUCHÉ DES COMMISSIONS SUPÉRIEURES À 100 \$. PARMI LES 659 DIRECTRICES DES VENTES INDÉPENDANTES MARY KAY, LA MEILLEURE MOITIÉ A REÇU SUR L'ANNÉE DES COMMISSIONS ALLANT DE 17 500 \$ À PLUS DE 100 000 \$. PARMI LES 25 DIRECTRICES NATIONALES DES VENTES INDÉPENDANTES MARY KAY, 68 % SE SONT VUES REMETTRE DURANT L'ANNÉE DES COMMISSIONS DE PLUS DE 100 000 \$.

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FUN – IT'S OUR
ANNIVERSARY,
AFTER ALL!



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Ryan Rogers

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AWARDS
NIGHT!

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PRODUCT!

Learn beauty basics from professional make-up artist
DIANA CARREIRO –
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